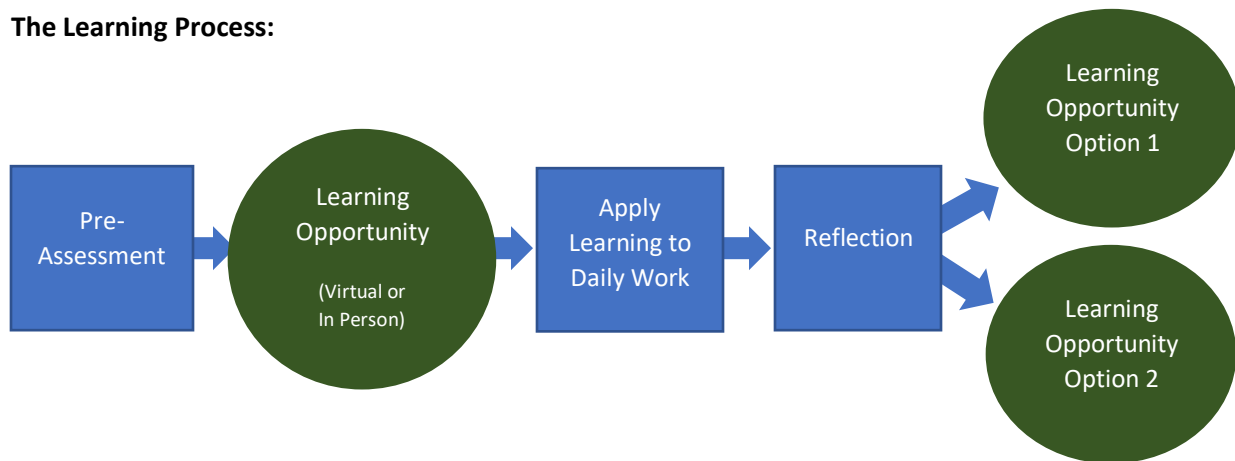


Idea for Continuous Learning Structure

The Goals:

- Make the learning easy to understand and to process
 - Provide information in multiple modalities
 - Offer learning in small pieces
 - Allow learners to make choices about what they learn
 - Encourage direct application of learning to their work practices
 - Build in opportunities for reflection to help make the learning more memorable
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The Learning Process:



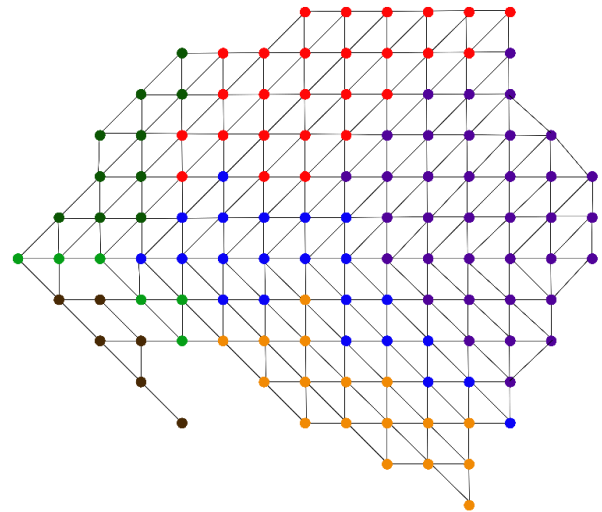
Learners start by taking a pre-assessment, which determines their starting place in the web of learning opportunities. The pre-assessment asks questions about current level of understanding, work responsibilities and position, and work goals and priorities.

Learners:

1. Participate in their first learning opportunity, identified by their pre-assessment
2. Apply their new learning to their work
3. Complete a reflection activity
4. Then, are presented with two or three possible next steps to continue their learning
5. Select a next learning opportunity and continue the process.

Each color on the web of learning opportunities represents a general theme or topic, such as “Communication,” “Monitoring Progress,” and “Connecting to Work Processes.”

- Each dot on the web represents a learning opportunity, 2-60 minutes long, depending on modalities and resources selected. Each addresses a specific key question.
- From every learning opportunity, there are two or three next steps that the learner can select to go to next.
- **For every learning opportunity, multiple ways to access the content are provided.** Which modalities participants use depends on whether they are online or face-to-face and based on choices they make in their own learning path.



Example of modalities for one learning opportunity, as applicable:

