

The Evolution of HERS Rater Training

Matt Thornberry
Deputy Director
Energy Professional Services
EnergyLogic, Inc.
matt.thornberry@nrglogic.com



Current Approach



Motivation for Change



- Evaluation
- Adult Education Principles
- Commitment to Industry

Learning Management System (LMS)



- Administration
- Rapid Content Development
- Student Tracking
- Developed for Social Interaction

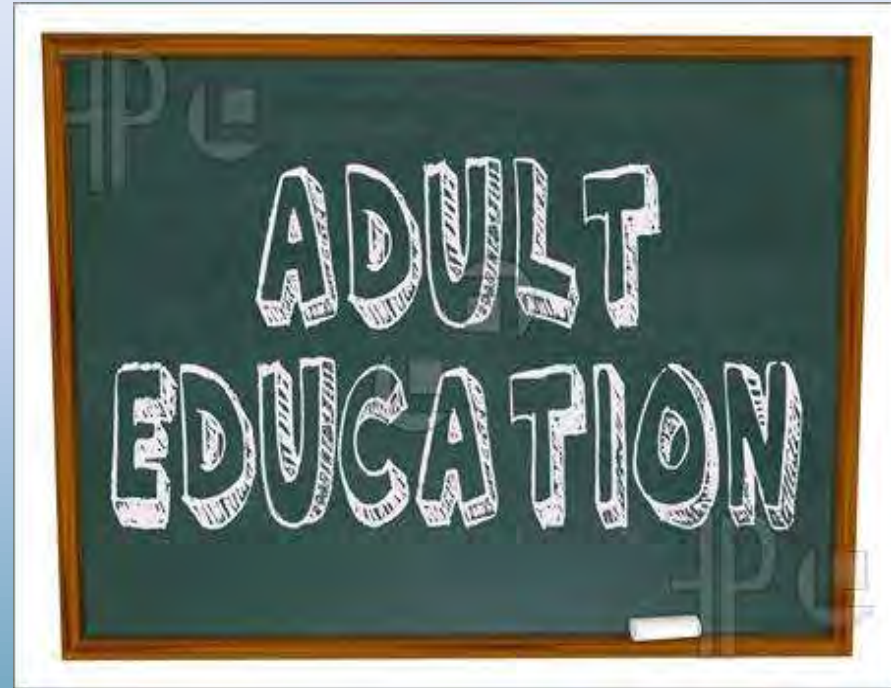


LMS – Social Constructivism



Principles of Adult Education

- Adults need to know why it is important
- Self Directing
- Adults use Experience
- Task Centered
- Motivated by Extrinsic and Intrinsic Reasons



LMS – Why



- Base training on valid needs of the audience
- Why is it Important
- Demonstrate importance
- Activities should focus on real work experiences



LMS – Self Directing



- Put the student in charge
- Create self directed work
- Incorporate search and discovery
- Present the student with many options to learn the materials



LMS – Using Experiences

- Broad experience to attach new ideas
- Use this experience through discussion and reflection
- Design training activities on work students will perform



LMS – Task Oriented



- Incorporate problem solving
- Perform tasks that they will use in the field
- Frame large amounts of material as reference for future use

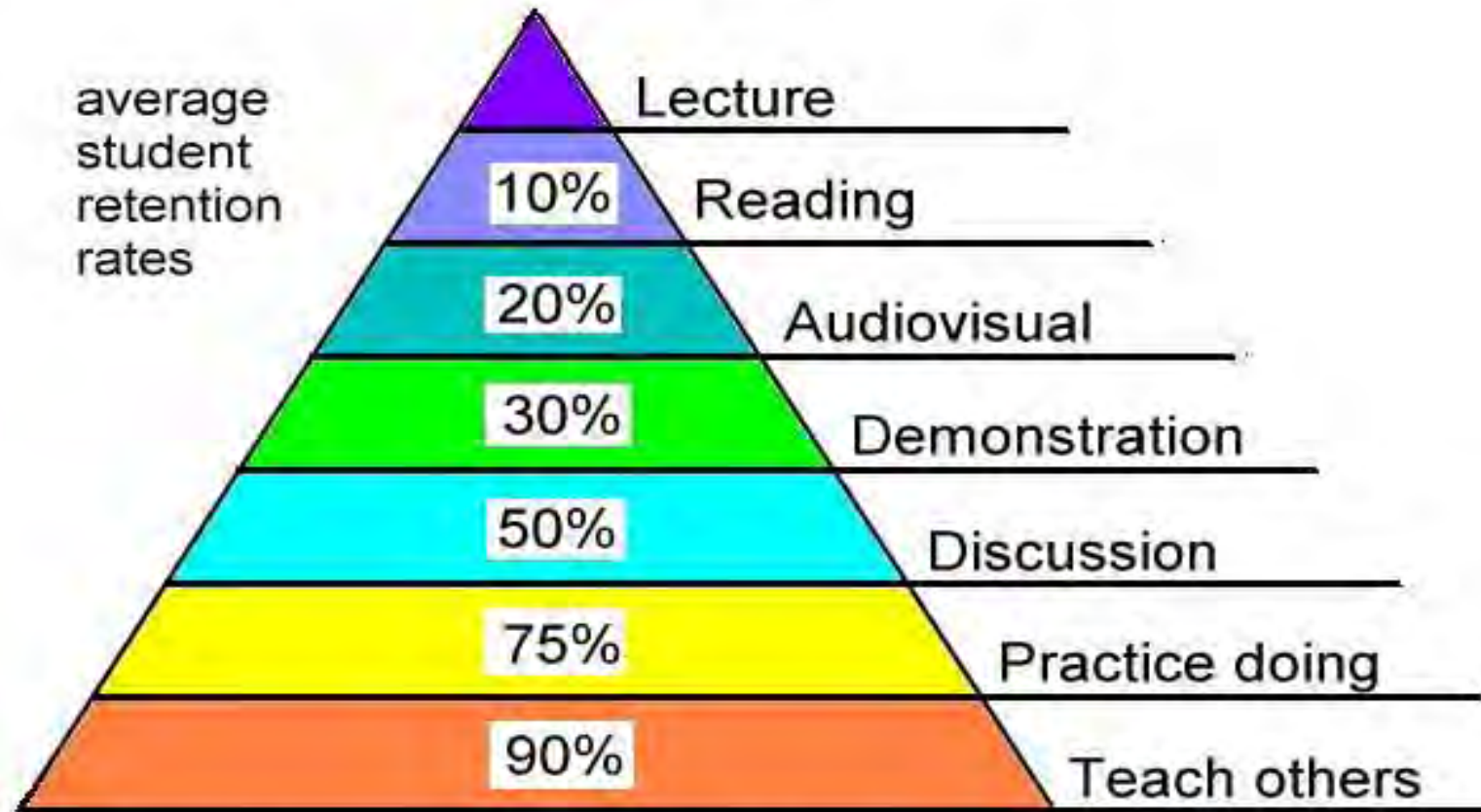
LMS – Motivation



- Extrinsic
- Intrinsic
- Focus on both, but build around intrinsic need

LMS – Retention Rates

Learning Pyramid



Source: National Training Laboratories, Bethel, Maine



LMS – Hybrid/Blended Approach

