



**MOMENTUM**  
**2023 ANNUAL  
MEETING & EXPO**

Renaissance Schaumburg  
Convention Center - Schaumburg, IL

**Using Virtual Reality Technology as a Tool  
for Enhanced Learning**



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[www.cje.net](http://www.cje.net)



[dementiareality.org](http://dementiareality.org)

"THE SECRET OF  
CHANGE IS TO FOCUS  
ALL OF YOUR ENERGY,  
NOT ON FIGHTING THE  
OLD, BUT ON BUILDING  
THE NEW."

— *SOCRATES*

As educators or supervisors, **we may need to adjust our understanding of what works best to improve** employee performance, engagement and retention.

We may even need to switch between adult learning methods, depending on how well our teams perform.



Our Journey  
begins with a  
story...





When you come to a roadblock take the detour!

# Andragogy is the "art and science" of teaching adults.

## Adult Learners:

- Prefer self-directed learning
- Draw on life experience to assist with learning
- Are willing to learn when transitioning into new roles
- Are focused on applying new knowledge to real-life problems and situations
- Tend to be internally motivated
- Benefit from experiential learning that develops life experiences or is hands-on

**Transformational  
Learning can change  
your perspective on the  
world and vice-versa**

New information can shift a person's worldview and challenge their preconceived notions.





**As an industry we know that some of our training  
methods are far from transformational**

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How does this...

Become this...



A large orange circle on the left side of the slide, partially cut off by the edge.

# Our industry struggles under staffing shortages

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61% have limited new admissions

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73% are concerned that they'll have to close their facilities

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87% are facing moderate to high staffing shortages

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48% are struggling with a severe staffing shortage.

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98% said they are having trouble hiring staff

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99% are asking staff to work overtime or extra shifts

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# Impact on our Facilities

- Safety issues
  - Poor patient outcomes
  - Citations
  - Increased operating budgets
  - Medicare payment denials
  - Low census
  - Low morale
- 
- A yellow dashed line in the bottom right corner, curving upwards and to the right.

A large orange circle is positioned on the left side of the slide, partially cut off by the edge.


# Impact on Caregivers

- Mental exhaustion
- Physical exhaustion
- Stress
- Risk of injury
- Burnout



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# Impact on Residents

- Falls
  - Bedsores
  - Injury during transfers
  - Stress
  - Confusion
  - Decline in health outcomes
- 
- A yellow dashed line is located in the bottom right corner of the slide, curving upwards and to the right.



# Giving employees opportunities to learn and grow at work provides many benefits:

- Helps employees feel valued and reduces turnover rate
- Boosts morale and increases employee satisfaction and confidence in their role
- Improves capabilities and level of care provided
- Easier to identify high performing employees for advancement
- Creates a conducive learning environment

70:20:10

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There really is  
science behind it.

Words alone are abstract and can be rather difficult for the brain to retain. **Visuals on the other hand are concrete** and, as such, more easily remembered.



# Why is experiential programming worth the extra effort?



<https://www.swisscolony.com/candy>

# Role-play facilitates retention of learning by:

- Making abstract problems or situations real
- Providing immediate feedback
- Allowing participants to experience a genuine reaction to something they say or do
- Allowing for the comparison of different approaches and responses when replicating role play scenarios
- Decreasing the gap between thinking and doing

# Role-play has its challenges





# Challenges to using role-play as a teaching modality

- Requires planning
- No uniformity of training
- Participants must be willing to engage
- Safety
- **Distractions**

# Virtual Reality role-play

- Sparks curiosity and interest
- Uniform training
- Relevant
- Realistic
- Safe
- Eliminates distractions



# Innovative Virtual Reality training

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graph LR; A[Innovative Virtual Reality training] -.-> B[Builds an empathetic response]; B --> C[Is transformative]; C --> B;
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The diagram illustrates a cyclical process. It begins with a large orange vertical bar on the left containing the text 'Innovative Virtual Reality training'. A dashed yellow line connects this bar to an orange rounded rectangle at the top right containing the text 'Builds an empathetic response'. A curved light pink arrow points from the orange rectangle down to a grey rounded rectangle at the bottom right containing the text 'Is transformative'. Another curved light pink arrow points from the grey rectangle back up to the orange rectangle, completing a cycle.

Builds an  
empathetic  
response

Is transformative





*LeadingAge*<sup>®</sup>  
Illinois

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**MARCH 7-8, 2023**

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**Thank you for attending!**