

Using Virtual Reality Technology as a Tool for Enhanced Learning

MEETING & EXPO

Renaissance Schaumburg Convention Center - Schaumburg, IL



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www.cje.net



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

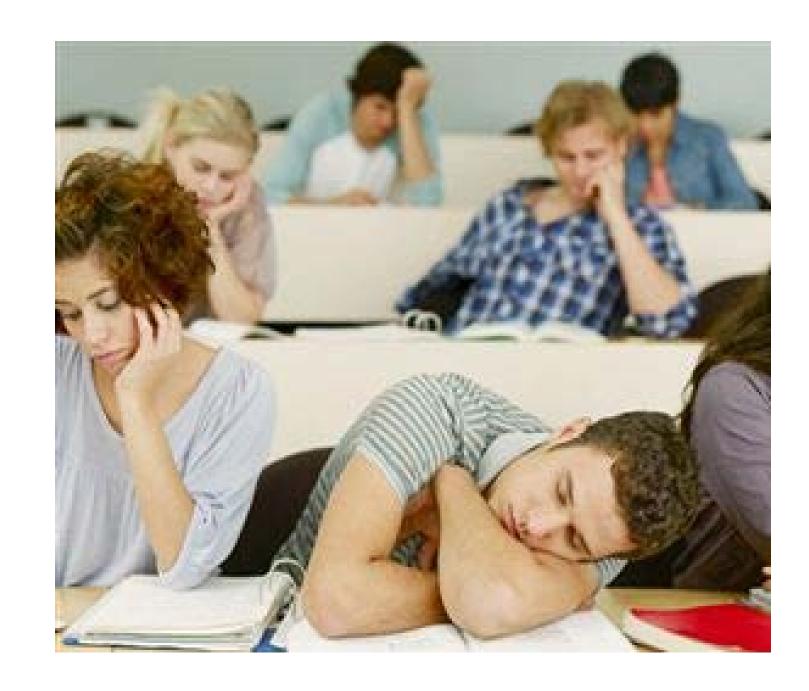




Transformational Learning can change your perspective on the world and vice-versa

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



How does this...

Become this...

Our industry struggles under staffing shortages

61% have limited new admissions

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

87% are facing moderate to high staffing shortages

48% are struggling with a <u>severe</u> staffing shortage.

98% said they are having trouble hiring staff

99% are asking staff to work overtime or extra shifts

Impact on Our Facilities

- Safety issues
- Poor patient outcomes
- Citations
- Increased operating budgets
- •Medicare payment denials
- Low census
- Low morale

Impact on Caregivers

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

Impact on Residents

- •Falls
- •Bedsores
- •Injury during transfers
- •Stress
- Confusion
- Decline in health outcomes

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



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





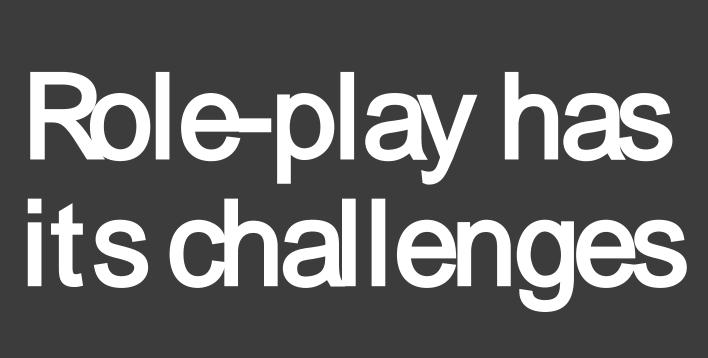
Role-play facilitates retention of learning by:

- 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













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

Builds an empathetic response

Is transformative



Thank you for attending!



MOMENTUM

2023 ANNUAL MEETING & EXPO

MARCH 7-8, 2023

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