



# Roadway Construction Virtual Training Challenges and Opportunities

Robinson Vasquez LLM, MBA

As long as the training is **properly planned, informative, and engaging**, it will ensure that trainees get a great experience, which will increase the content retention.



# Virtual Training - Opportunities

When managed correctly, a virtual training can help your organization save valuable time and resources to reach more people in your industry.

## My experience:

- 3 times more classes and students.
- Most of our students are now decision makers: Foremen, Supervisors, Managers, Project Managers, Engineers, Owners.



# Virtual Training - Challenges

- How to get students?
  - How verify the students are engaged and learning?
  - Challenging to reach regular workers
    - No time
    - No access to equipment
1. We need to **partner** with organizations sharing our goals.
  2. We need to **engage** our students.



# Virtual Training – Challenges

## Regular Challenges

- Engagement
- Communication
- Verification
- Retention
- Fatigue

## Virtual Training Challenges

- Screen Fatigue
- Learning styles
- Home distractions and multitasking
- Are you there?



# Classical Training

**THE GOAL:** Trainees learn and apply the training in the work zone to reduce incidents and improve productivity.

**REQUIREMENTS:** Just like in-person training, virtual training requires a strong facilitator and attention to detail.

## How to Engage our Students

# The Power of WHY and WIIIFM

Could LMS and AI training be more engaging than us?

# Vision – WHY and WIIIFM

***Safety is a human right, and it is also a crucial part of the business strategy.***

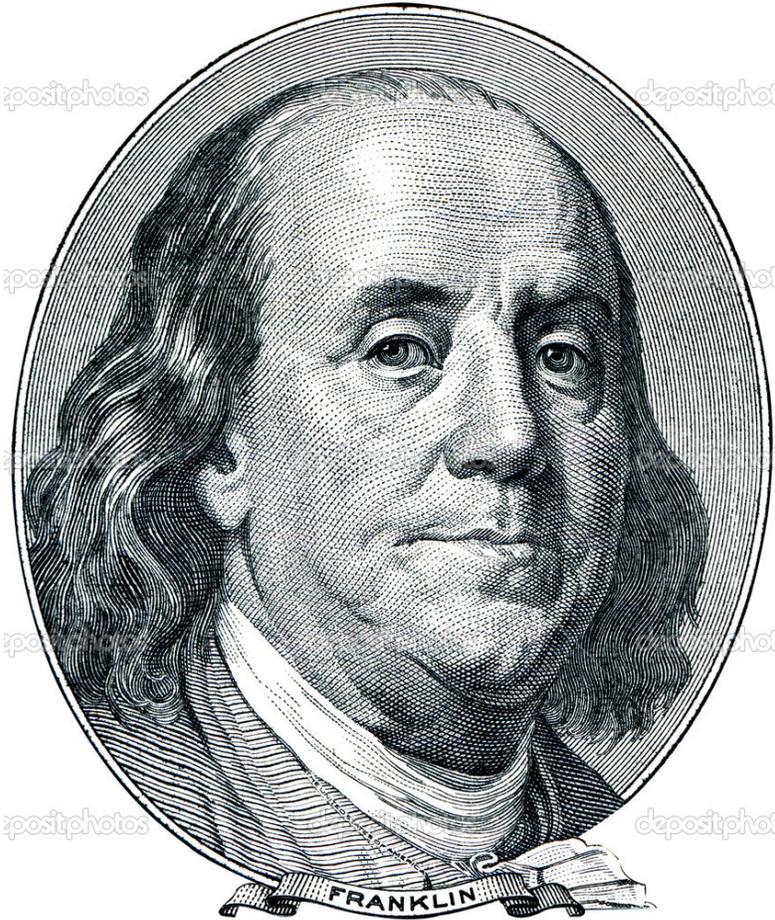
***In an individualistic and profit maximization world, our workers need to know that their safety increases profits.***

**□ No conflicts.**



GRANLUND © [www.davegranlund.com](http://www.davegranlund.com)

# Employers/Owners need to Remember



**“An ounce of prevention is worth a pound of cure.”**

# Vision

---



IT IS THE DIFFERENCE BETWEEN LAYING BRICKS, BUILDING A WALL, AND BUILDING A CATHEDRAL.

**Let's Start with Us**

**Instructors are leaders, and  
leaders are instructors. We are  
in the business of inspiring  
people to reach higher goals!**

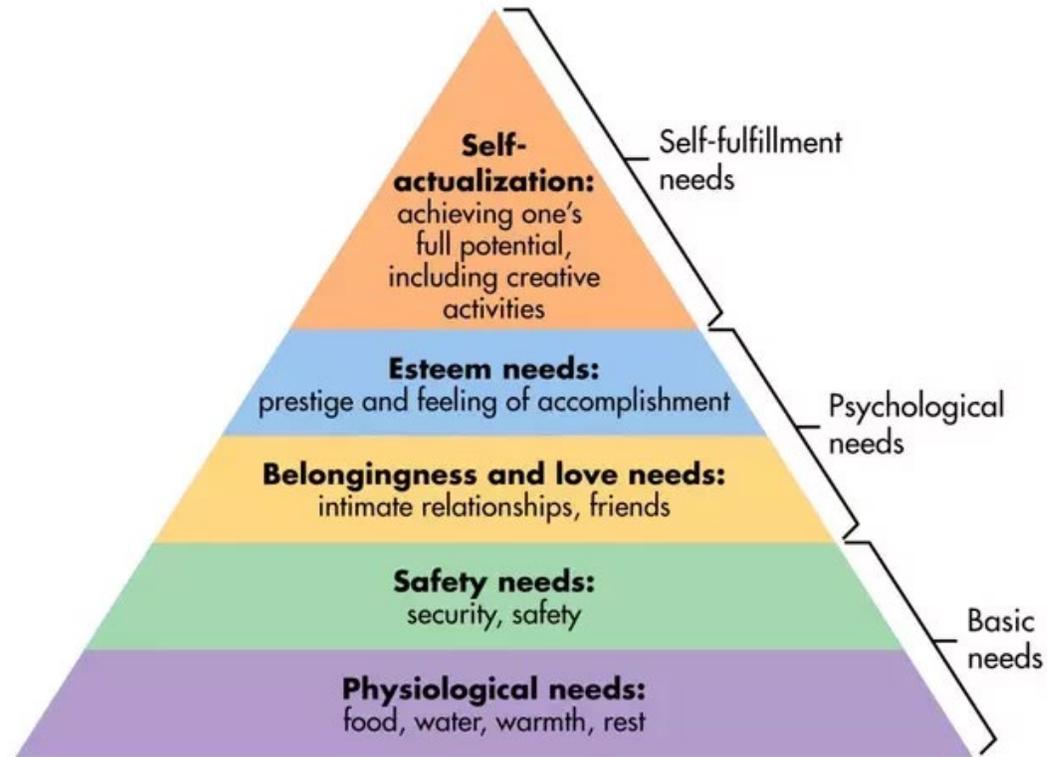
It is more than a class!

# Knowing our Students - Validation

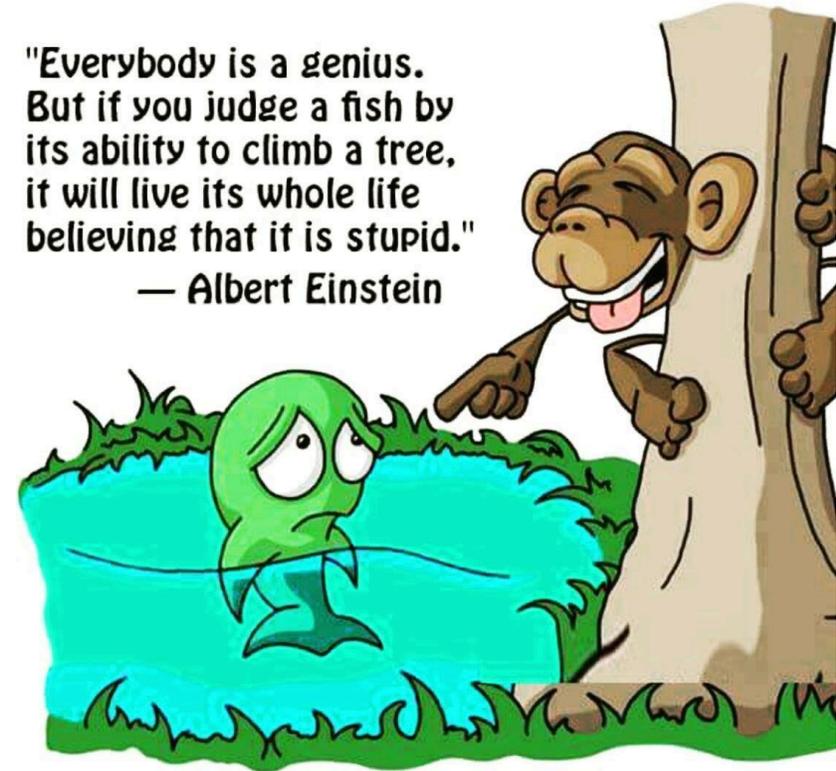
- Owners
- Engineers
- Managers
- PM
- Supervisors
- Inspectors
- Foremen
- Competent Persons
- Operators
- Workers on foot
- Laborers
- Sub-contractors
- Other Stakeholders



# Knowing our Students – Needs



"Everybody is a genius.  
But if you judge a fish by  
its ability to climb a tree,  
it will live its whole life  
believing that it is stupid."  
— Albert Einstein

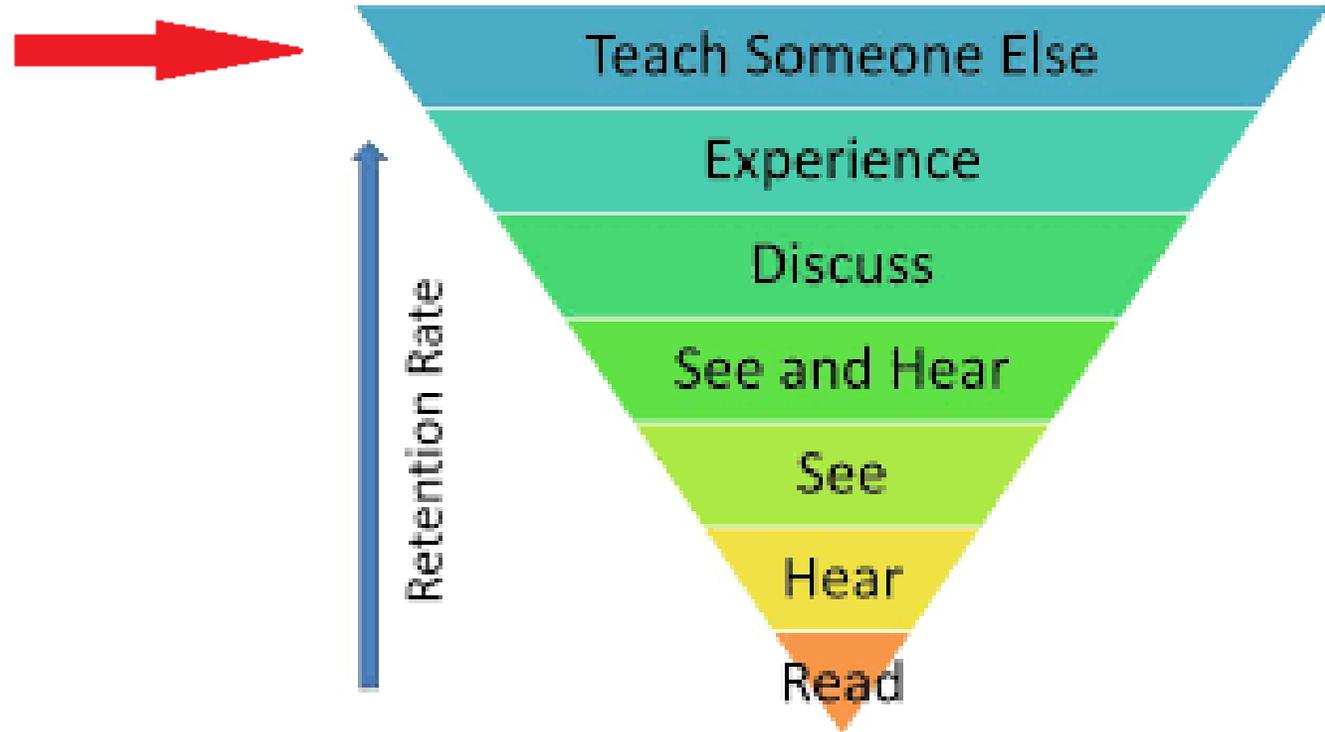


What our students need sometimes is different from what we think they need.

# The Seven Learning Styles – How do People learn?

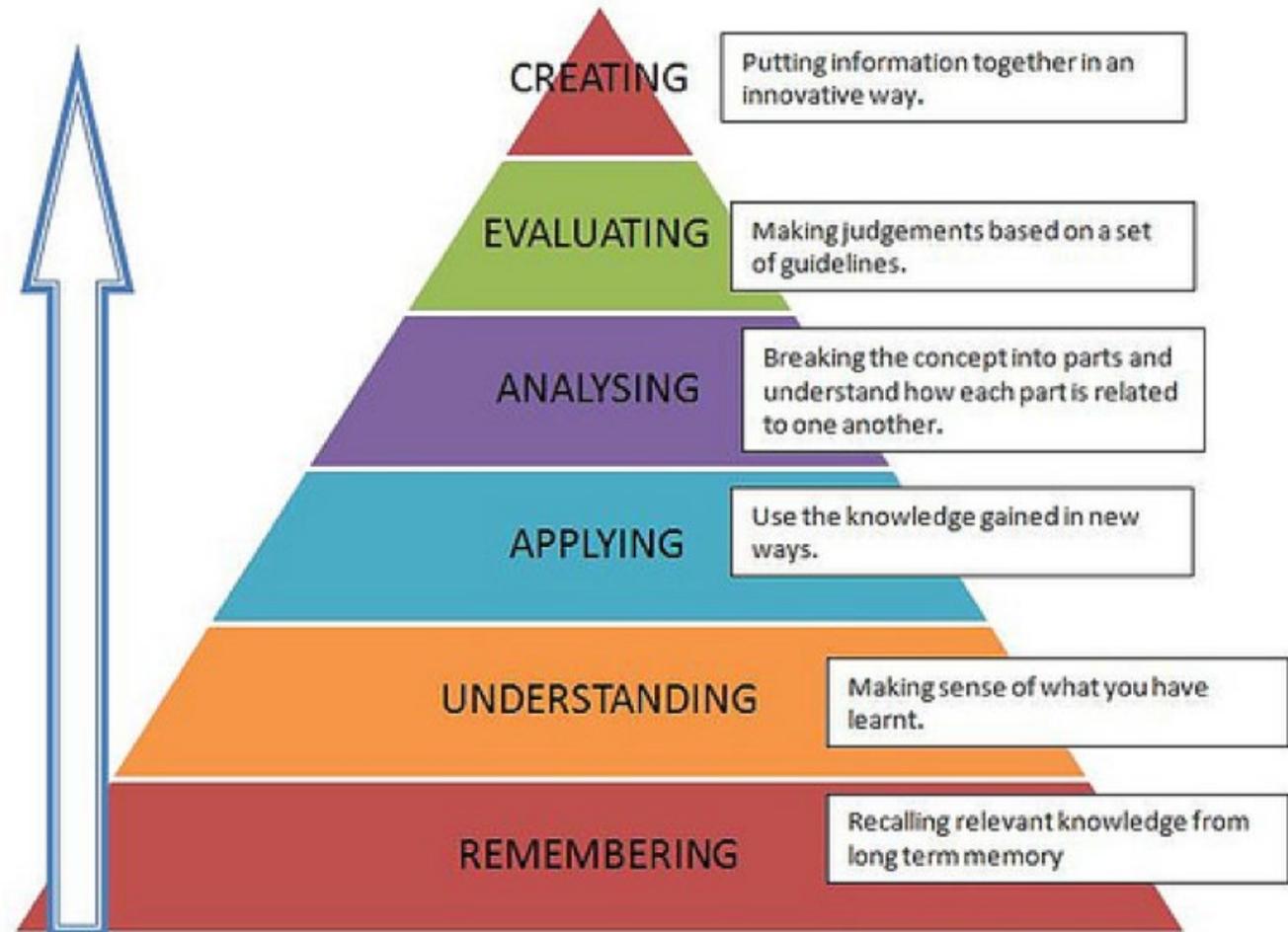
## ENGAGING MATERIALS

- Visual (Spatial)
- Physical (Kinesthetic)
- Logical (Mathematical)
- Verbal (Linguistic)
- Social (Interpersonal)
- Solitary (Intrapersonal)
- Aural (Auditory-Musical)



# LMS/Online Training

- Bloom's Taxonomy
- LMS and online training requires more interest and concentration from the students.
- Self-Driven and motivated students can succeed.
- Tests will demonstrate memory and logic, but not application of learning.



# Virtual Training Opportunities

**Time:** No commuting or traveling

**Money:** No travel expenses

**Students:** Leaders - from all over the world

**Instructors:** Inspire Leaders – Human touch

**Instructors:** It is an opportunity to reach and inspire our roadway construction leaders to save lives and use safety to improve productivity and profits.

(LMS and AI cannot do it yet, but ...).

**After knowing WHY and WIIIFM,  
we can start talking about  
HOW**

# Tips for Successful Virtual Training

Virtual Training: 29 Tips to Maximize Your Sessions

<https://www.cvent.com/en/blog/hospitality/virtual-training>

1. Make sure you have stable technology.
2. Implement virtual icebreakers.
3. Create impactful slides.
4. Encourage active participation.
5. Set clear goals, ground rules, and expectations.
6. Hold breakout groups.
7. Utilize the chat window.
8. Create a poll.
9. Use a whiteboard.
10. Schedule breaks into the agenda.





# How to keep your attendees engaged

- Start your training on time.
- Use “minimum viable slides.”
- Interact with your attendees.
- Host virtual roundtable discussions.
- Create fun in-between sessions.



# The dos and don'ts of a successful training

- Do make the training interactive.
- Do encourage camera use.
- Do push for participation in chat and Q&A.
- Do educate participants about the platform at the beginning.
- Do consider going old-school.
- Don't go more than 10 minutes without interaction.
- Don't schedule sessions that are too long.
- Don't read to your audience.
- Don't use too much text on the slides.
- Don't assume that everyone knows how to use the functions of your platform.

# Questions?

