

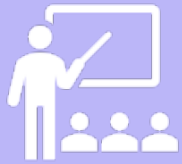
HYBRID VIRTUAL TRAINING: BENEFITS, CHALLENGES, AND DEIB CONSIDERATIONS

TRAINING FORMAT



Virtual Asynchronous

Training participants work independently, often at their own pace and on their schedule.



Virtual Synchronous

A teacher, facilitator or trainer presents content to a group at the same time and provides opportunities to engage in dialogue, collaborate on learning tasks and receive feedback.

BENEFITS

- Participants have more choice and independence
- Less opportunities for personal communication can decrease participants' social anxiety
- When used correctly, technology can increase learner accessibility to content
- Increased opportunities for mentoring, scaffolding and individual relationships with participants
- Allows verbal and nonverbal communication
- Participants are more likely to connect to others and feel a sense of community

CHALLENGES

- Less interaction with peers and facilitators
- Type of interaction less familiar to participants
- Requires more time and resources for agency
- Difficulties with learning at own pace
- Length of training and delayed participant feedback
- Technological challenges with platform being used
- Screen fatigue
- No in-person interactions with peers
- Distractions in participants' personal environment
- Zoom fatigue
- Difficulty seeing and interpreting visual cues
- Interruptions with Internet speed and access

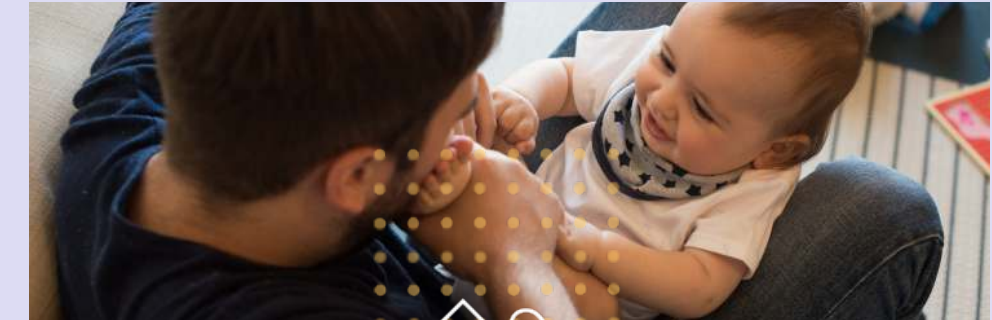
DIVERSITY, EQUITY, INCLUSION, AND BELONGING CONSIDERATIONS FOR HOME VISITORS



CHALLENGES

- Home visitors of lower socioeconomic status and of minority groups tend to have lower levels of access to technology
- Participants with learning disabilities or visual/hearing impairment may experience difficulty processing training content
- Home visitors may live in over-crowded or distraction-filled living environments

- Intentionally develop curriculum that embeds a diverse range of voices from various cultures, minority groups and lived experiences
- Use inclusive language in curriculum and training
- Incorporate open dialogue in training where participants can express their thoughts, concerns and ideas freely
- Draw on the expertise of local community agencies serving minority populations



SOLUTIONS

