

Interactive Training Ideas with No/Low-Cost Technology

Presented by:

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Introductions



Phong Wong,
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Audience Poll: Background

Legal aid

Courthouse
or self-help
center

Law school

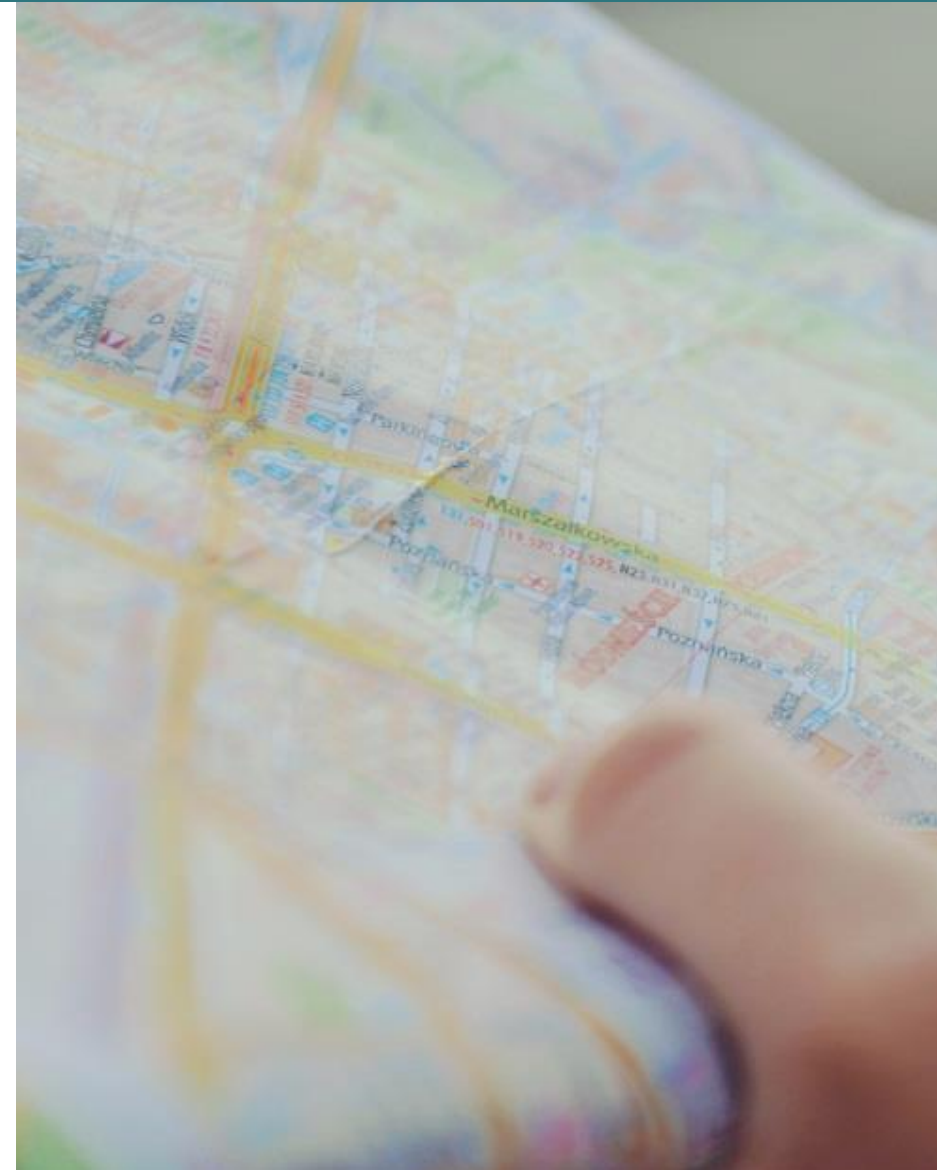
Other

By the end of this session, you will be able to:

1. Discuss at least 2 adult learning best practices to implement in online trainings;
and
2. Identify at least 2 interactive methods to apply in online trainings.



- PBTI
- Interactive Training Purpose
- Interactive Training Ideas
- Small Group Discussion
- Q&A





Pro Bono Training Institute (PBTI)

Who We Are



Learn Anywhere

At home, work, or your favorite coffee shop anytime of the day.



Expert Teachers

Learn from experienced attorneys who have handled many Pro Bono cases.



Free Trainings

Open to the public, choose what you would like to learn from our growing library at no cost.



- 190+ training modules created
- 40+ collaborations with training partner organizations
- 10,000 views
- 9,500+ users



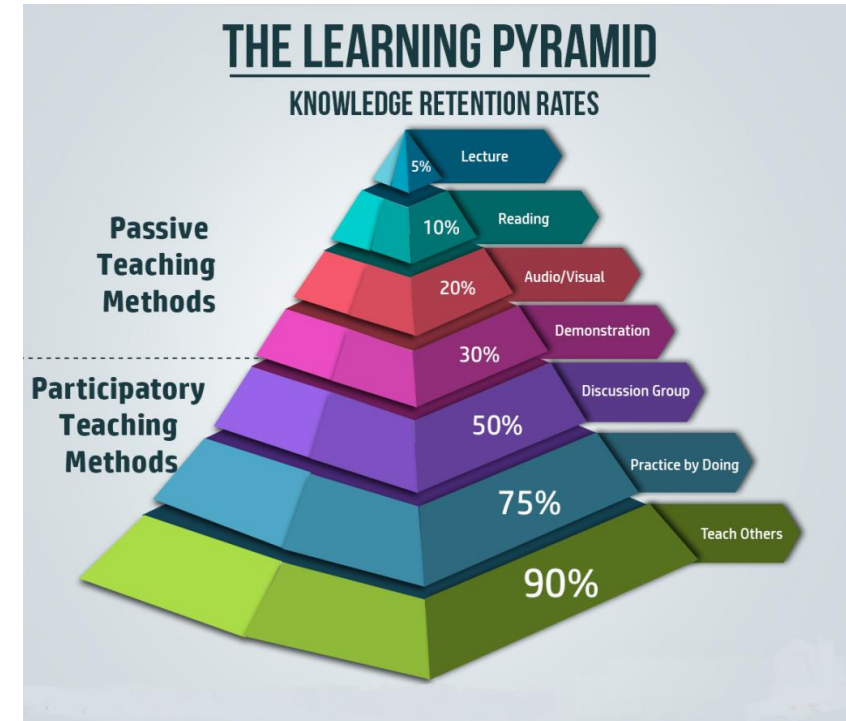


Interactive Training Purpose

Why We Use Interactive Training
What Does Interactive Training Look Like

- Lecturing vs. Active trainee role
 - Lose interest
 - No recall, reinforcement, nor application

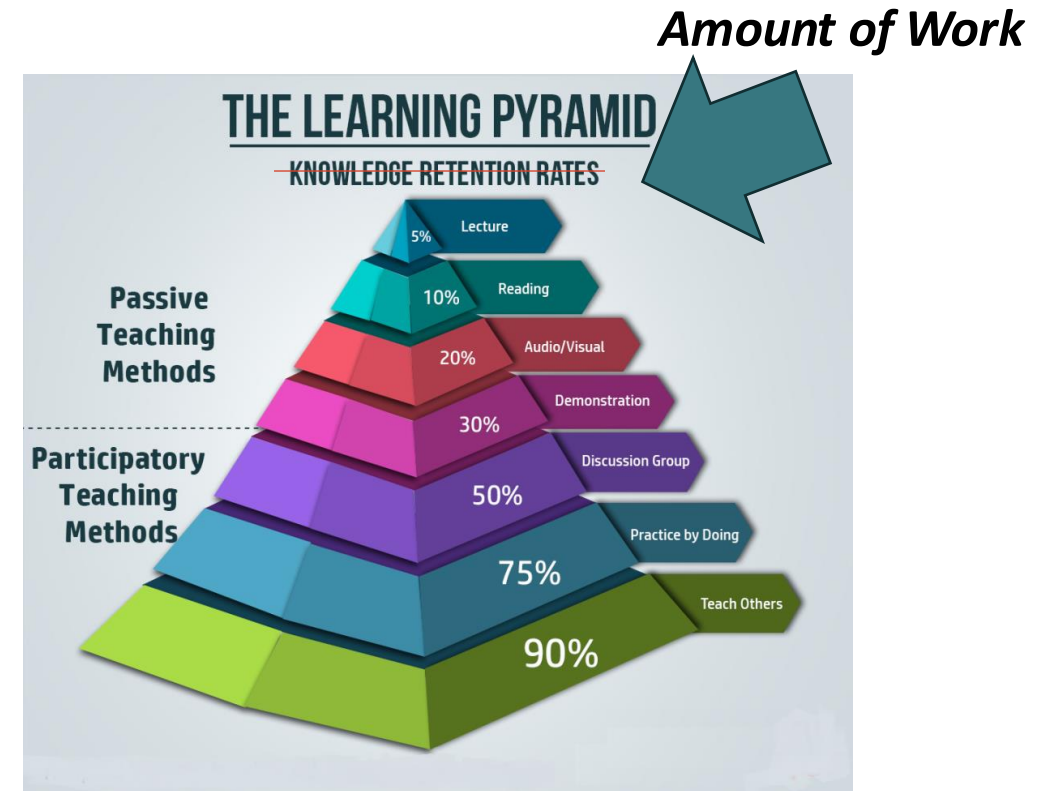
- Adult learners
 - Variety for different styles
 - Immediately applicable
 - Satisfy real-life task



Source: Adapted from the National Training Laboratories Institute of Applied Behavioral Science Learning Pyramid

- Lecturing vs. Active trainee role
 - Lose interest
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Source: Adapted from the National Training Laboratories Institute of Applied Behavioral Science Learning Pyramid – Edited (poorly) by Patrick Fodell

- Lecturing for no more than 15 mins
- Have some type of activity between the lecture (or breaks)



- What is the actual problem we are trying to solve with training?
- How do we want trainees to engage with the materials at the clinic?
- Realistic expectations
 - Training time
 - Prioritize for trainee



- Flexible training format and function, including:
 - Modular vs. Single
 - Live vs. On demand
 - Remote, in person, or hybrid
 - Universal vs. Organization
 - Learn vs. Apply
 - Primer vs. Specialized
- Training video is most popular





PBTI Interactive Training Parameters

- Online and on-demand trainings
- Historically, modular training video with quiz and resources
- Trainer preferences
 - Open to interactive ideas
 - Use familiar tech
 - Microsoft and Adobe
 - Some Canva



- Form small groups (3-4 people)
- Design a 2-minute mini-training that includes at least one online interactive moment — something that gets people doing rather than listening.
- Topics:
 - Time keeping software
 - Operate CRM
 - Volunteer training



- AI is a good first draft of a PowerPoint or an idea
- It can be hard to create engaging presentations without some human input.
- Excellent for finding sources of information to look at or as a starting point.





Small Group Activity: Report Back





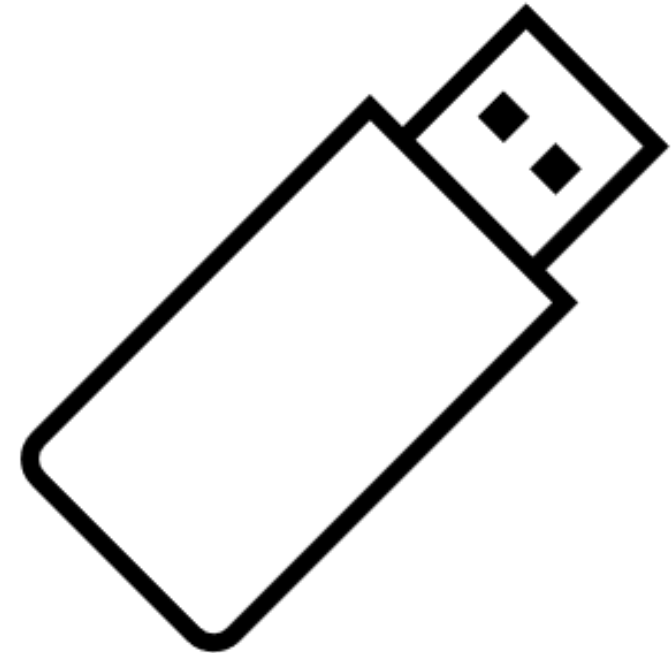
Interactive Training Ideas

Methods Using No/Low-Cost Technology



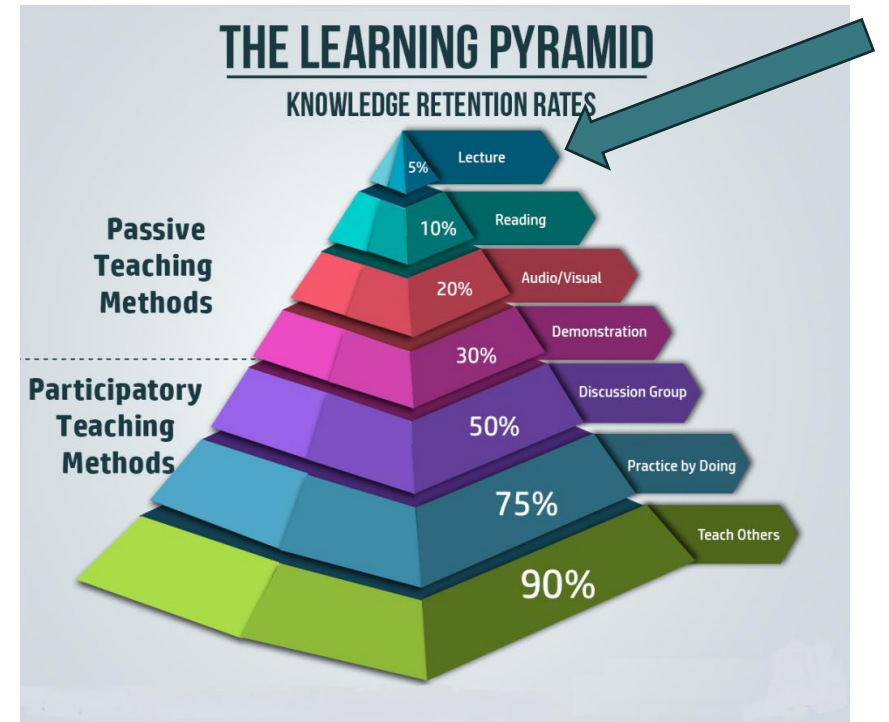
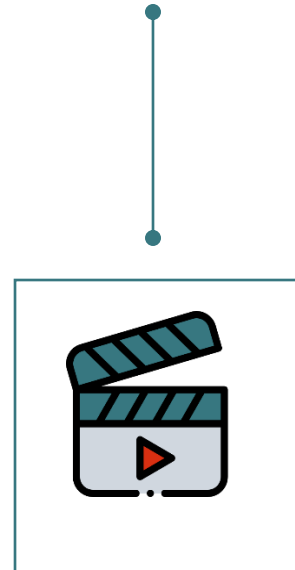
Interactive Online Training Planning

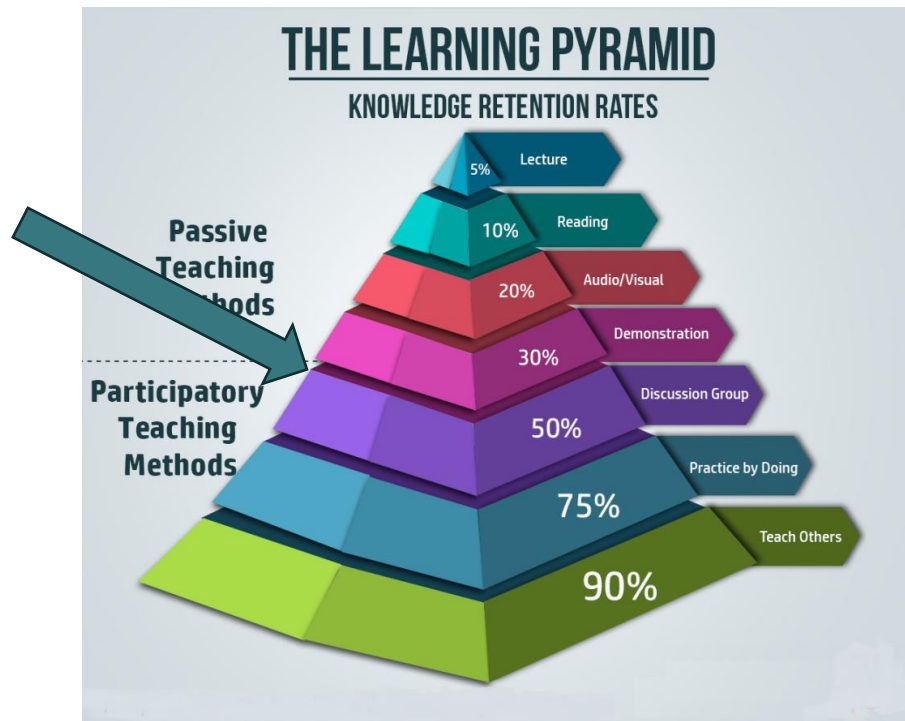
- Assess your needs.
- Ensure enough time for creation, research, and implementation.
- You get what you pay for.



1. Training Video

- Record and/or edit
 - Zoom and Adobe Captivate
 - PowerPoint
 - Canva, YouTube, Clipchamp, Synthesia, Google
- Training function and format variety
 - E.g., learn vs. apply



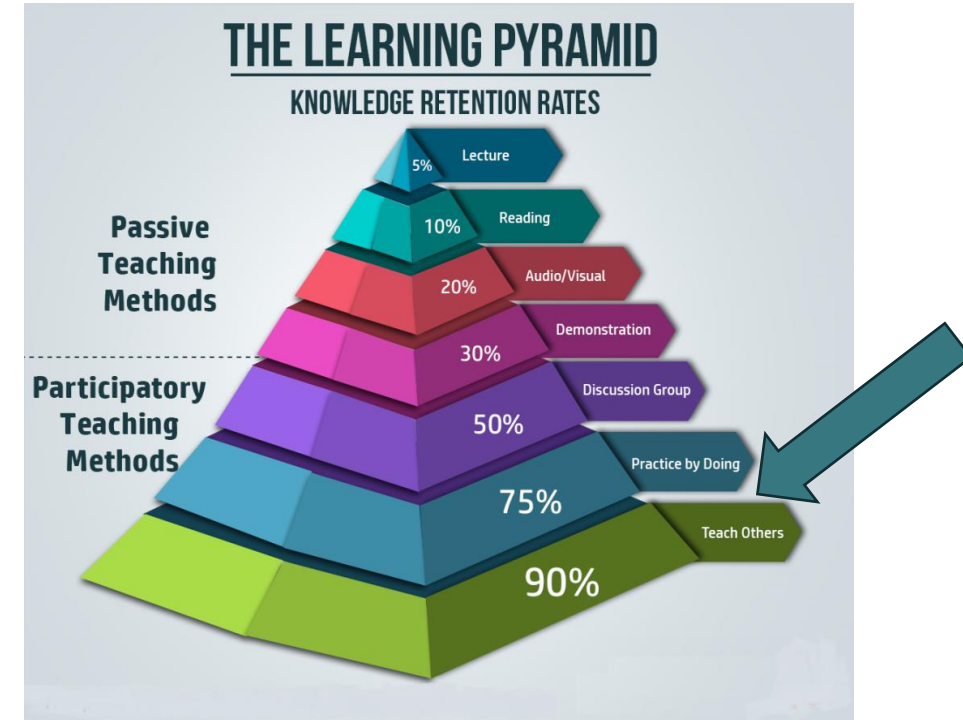


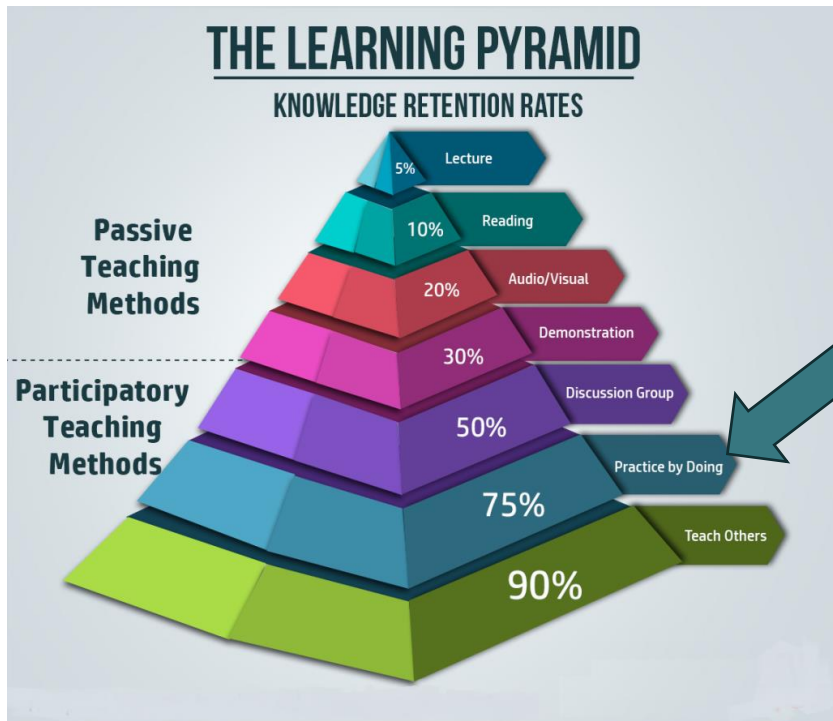
2. Quiz

- Training format variety
 - Break up lecture
 - PowerPoint
 - Self-test after lecture
 - LMS, PDF, or Microsoft/Google Forms
- Question variety—expected vs. unexpected
 - Single/multiple choice and true/false vs.
 - Short answer, fill-in-the-blanks, matching, ordering, etc.

3. Reference Materials

- Reference knowledge
 - Trainee continues learning
 - Accommodates different learning styles/speeds
 - E.g., statutory language
- Training function and format variety
 - Additional reading, visuals, templates, etc.
- Tech software variety
 - Canva, PowerPoint, Adobe Acrobat, Google Drive/Sites



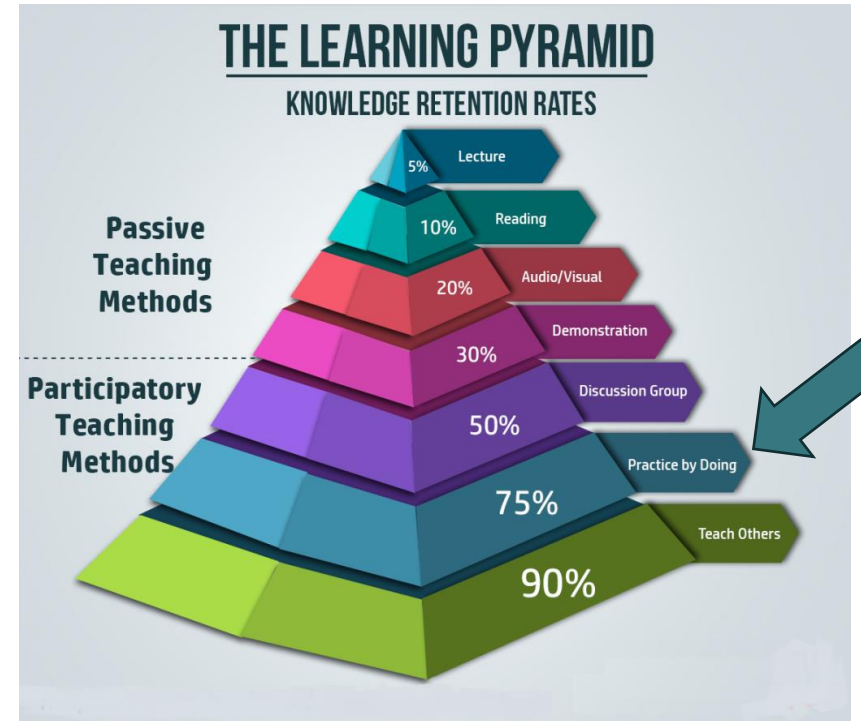


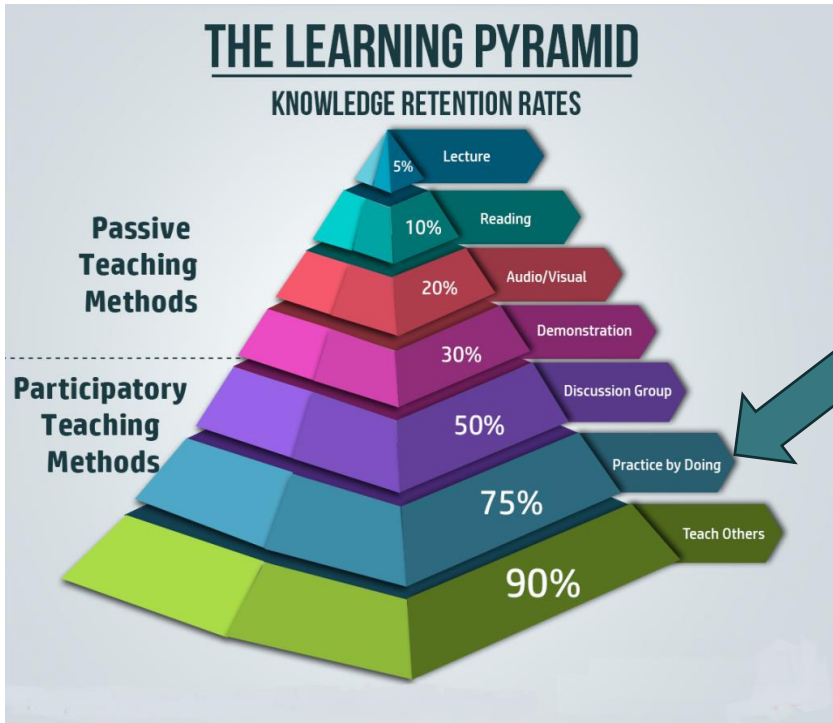
4. Worksheets

- Opportunity to reduce lecture time on substantive info
 - During lecture, briefly review info
 - After lecture, trainee expands on and applies learning via worksheet
- Canva, Word, Adobe Acrobat
 - Fillable and/or automated
- Training function and format variety
 - E.g., calculating discovery deadlines

5. Demo—Case Study/Hypo

- Training function and format variety
 - Frame training as case study, using facts to introduce concepts
 - For training series, final training hypo to apply other trainings
- Include guidance
 - Video or post-training assignment





6. Demo—Roleplaying

- Record simulation
 - Especially helpful for client interaction training
- Training format variety
 - Within same training video or separate video
- Suggested approach
 - Trainer writes script
 - Volunteers record script
 - Trainer records questions and guided commentary
- Zoom and PowerPoint



7. Other Methods

- Live/hybrid online training
 - Poll (Zoom v. Mentimeter)
 - Game
 - Brainstorm/Whiteboard
 - Big/Small group discussion
- Other tech/software
 - Tango
 - 360Learning
 - Genially
 - AI

- AI can provide a first draft for roleplays, worksheets, and articles.
- Need to be tested against audiences and make sure it actually works to convey the information.



- Form small groups (3-4 people)
- Revisit initial outline from earlier. Expand this training to 1 hour on the same subject. Assume this is done via Zoom.
- Include how much prep time you need to actually compile activities/speakers/polls etc.
- 15 minutes and report back after





Small Group Activity: Report Back





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Thank You and Contact Us



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