

'OHANA, TECH, AND THE REALITIES OF INTERNATIONAL
VIRTUAL INSTRUCTIONAL DESIGN

A PROJECT-BASED INTRODUCTION FOR EMERGING PROFESSIONALS



A presentation by Charlene van der Spuy, Sergio Brenes,
and Natalie Perez | TCC | March 13, 2022

The Presenters

ALOHA, HOLA, HALLO



Natalie Perez
United States



Sergio Brenes
Costa Rica



Charlene van der Spuy
South Africa



Today's Discussion

OUTLINE OF TOPICS

- Industry Practices
- Research
- Project-Based Initiative
- Lessons Learned
- Future Considerations

INDUSTRY PRACTICES

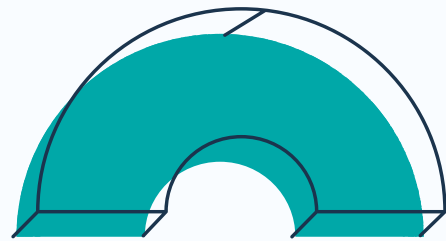
Over the past year, 70% of U.S. companies reported major talent shortages — the highest number in a decade.



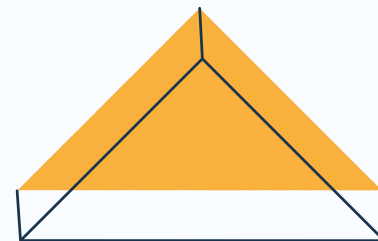
Upskilling / Reskilling Employees: The Workforce Initiative

COVID PANDEMIC

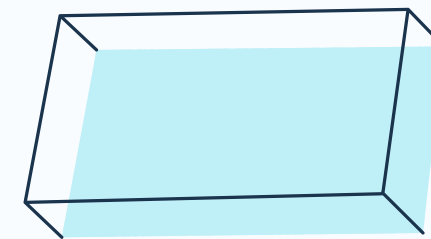
Arguably, the COVID-19 pandemic has drastically influenced a movement across corporations to retain their employees from the Great Resignation,. There is a movement away from short-term initiatives towards more longer-term approaches. however, need to move beyond this short-term approach.



Improve employee retention



Reduce hiring
costs



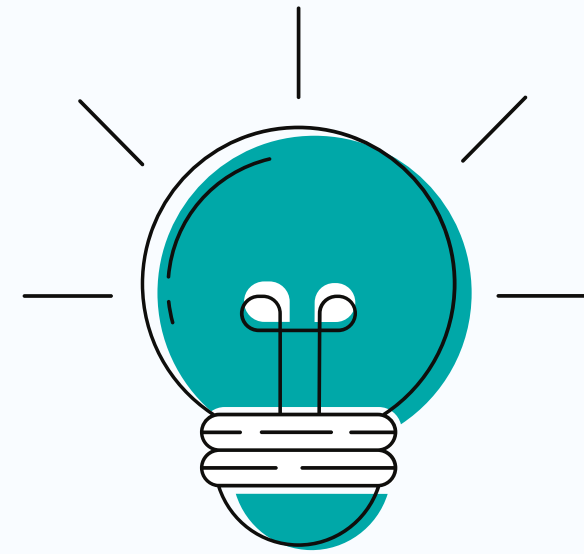
Increase employee satisfaction

PD Initiatives

LEARNING ENVIRONMENT



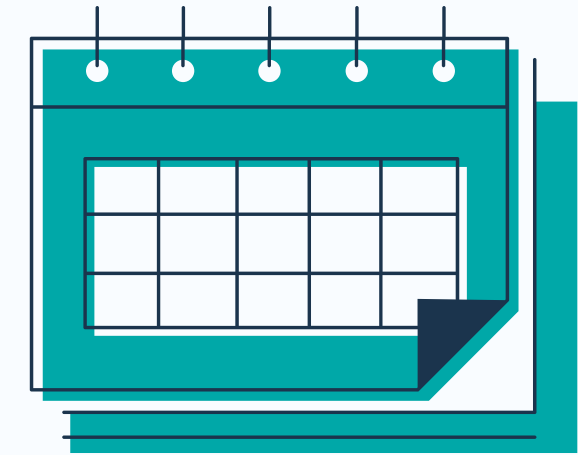
Courses



Internships



Online Communities



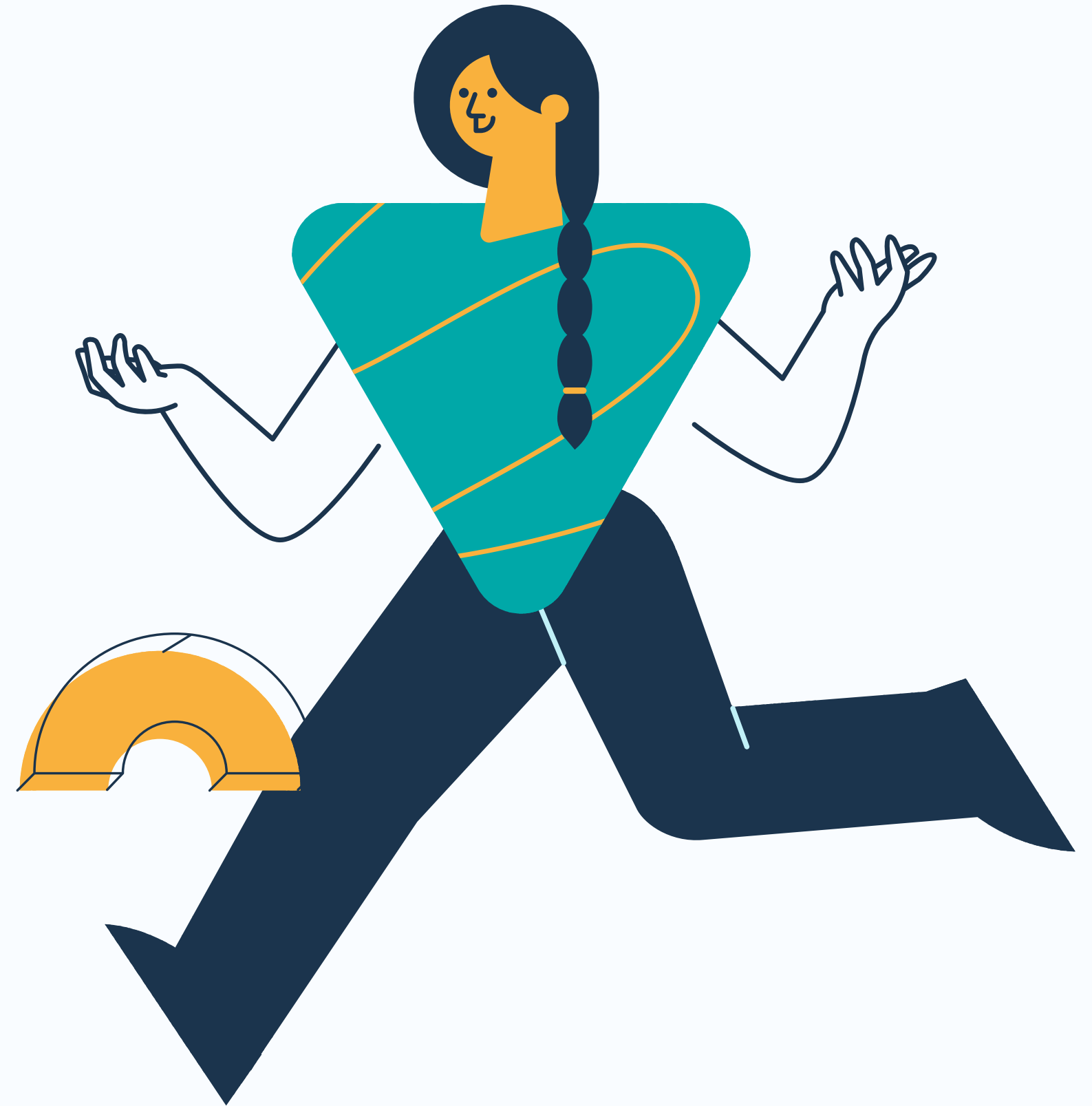
Conferences

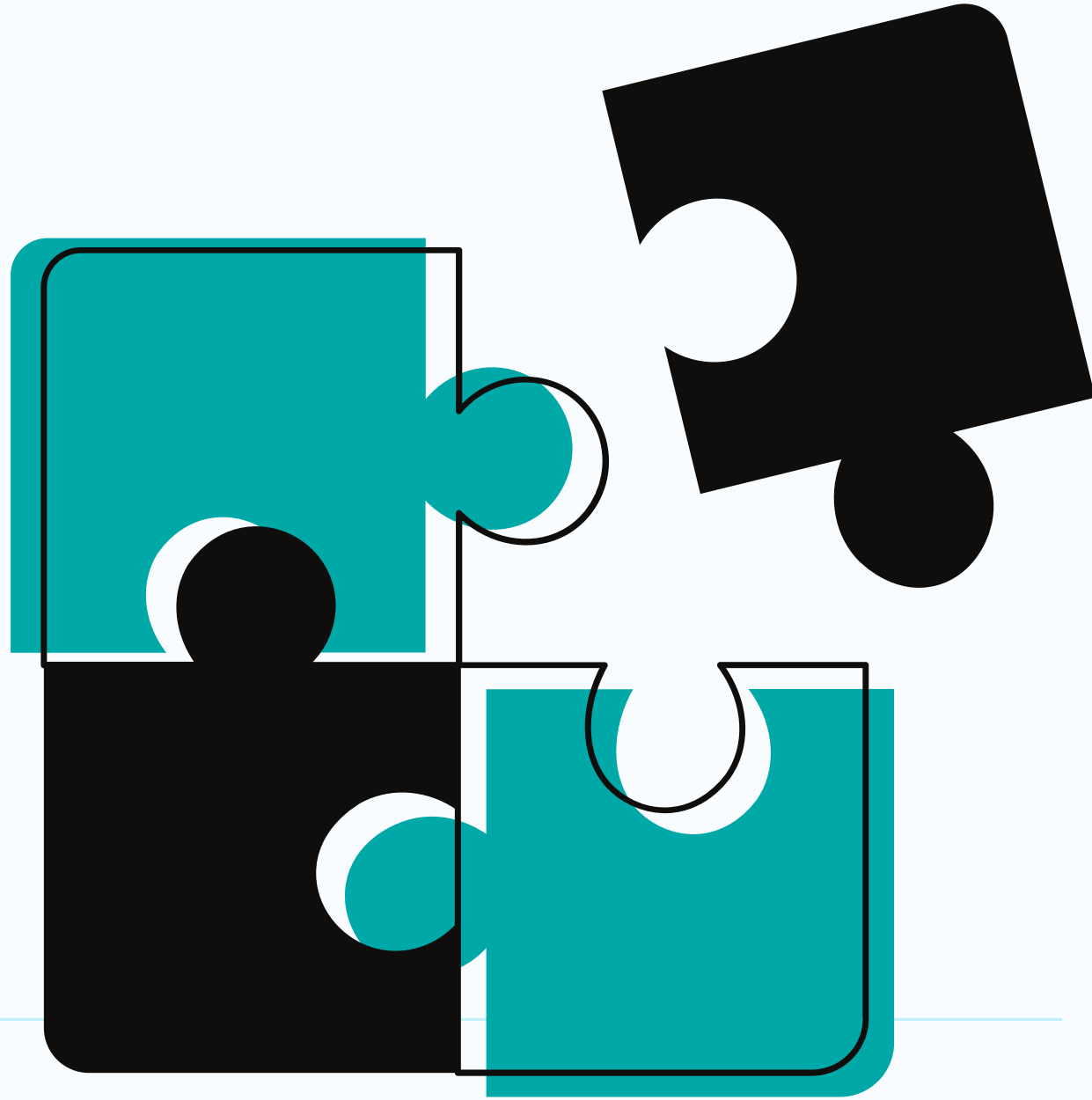
Internships

Increasingly popular among universities to prepare students for career readiness

Workplaces

To combat the Great Resignation, workplaces are investing in employee internships, as a way to build a talent pipeline.





THE PROJECT

PURPOSE

Engage in a project-based initiative that was created for two reasons: 1) support ongoing projects and 2) introduce individuals into the world of instructional design.

PROJECT TEAM

The three of us engaged together as a project team. The goal was to design, development, and implement a learning experience project for a global audience.

ROLES

- Manager
- Designers and developers

Project- Based Learning



Project

Complex, real-world issue



Design

Engage in research, critical thinking, and problem solving



Develop

Application of skills and standards



Monitor and Feedback

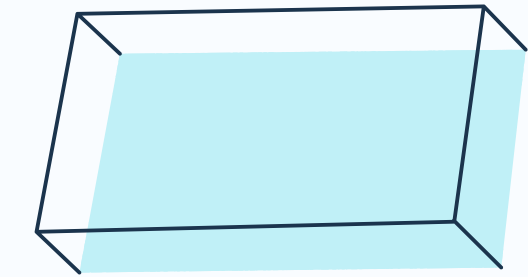
Collaboration and career skill building



Assess and Evaluate

Iteration and reflection

The Outcome



VIRTUAL FACILITATION

The pros and cons of working in different locations around the world and what that meant for new designers

COMMUNITY OF PRACTICE

How relationships were built and maintained and how a community of practice flourished

PROJECT-BASED LEARNING

What project-based learning meant for the team and how that experience built their knowledge and skills

FUTURE CONSIDERATIONS

The importance of reflection and ways to improve virtual internships and initiatives in the future



Virtual Facilitation

WHERE DO I FIT IN?

- New work / life balance
- New experiences
- New strategies
- Connection and support
- Growth
- Structure

Community of Practice

HOW DO I BELONG?

- Relationship building
- Feedback and support
- Comfort
- Connection





Project-based learning

WHAT DO I DO?

- Scaffolded tasks
- Network expansion
- More application, less theory
- Collaboration and connection
- Relationship building
- Feedback

Future Considerations



Debriefs & Reflection



Metrics for Success



F2F



Sustainment

