

Online Anytime Trainings: Evaluation of Learning

Current Criterion: “The participant’s learning is evaluated and the organization provides clear and specific evidence of successful completion of the training.”

How this is Assessed by Northern Lights:

- Online Training Organization incorporates at least one assessment of participant learning into their online trainings
- Online Training Organization uses a benchmark of 80% for a passing score
- Online Training Organization allows participant to retake the training no more than three times

Concerns / Relevant Notes:

1. While 80% does seem to be an industry standard for online trainings, Northern Lights has been unable to find research or evidence to indicate why this is the benchmark used for online anytime trainings.
2. To meet the criteria as related credit in Vermont, college courses must be completed with a grade of a C- or better. If we look at aligning online anytime training criteria to criteria for related credit, 70% would be a more appropriate benchmark.
3. Northern Lights does not evaluate difficulty of assignments. Some assignments are very easy and can be completed without actively engaging in the material. Other assignments ask for very specific details and may be difficult to complete if there is only one assessment at the end of a long training.
4. Limiting the number of times an individual can complete an assessment has equity and accessibility concerns. Multilingual individuals and anyone with language-based learning disabilities may need additional opportunities to complete the assessment successfully.
5. In fall 2020, Better Kid Care shifted their trainings to require an 80% score for passing, including for the Vermont Orientation Training. They use multiple assessments throughout the 9-hour training and individuals who do not meet the 80% benchmark for one section are able to review and retake that one section (they do not need to retake the training in its entirety).
6. Northern Lights is not aware of any online training organizations who have been declined due to these criteria (80% benchmark and repeating the assessment no more than 3 times).
7. Streamline Committee discussed a proposal of a 70% pass rate for assessments and no limit to the number of times an individual can retake the assessment.

Resources that could be explored:

- Other state requirements
- National Workforce Registry Alliance recommendations
- Transforming the Workforce

PPD Discussion:

1. How should Vermont assess if an online training organization meets the criterion, “The participant’s learning is evaluated and the organization provides clear and specific evidence of successful completion of the training”?
 - a. This may or may not include a benchmark
 - b. This may or may not include a limit to the number of times an individual can retake an assessment
2. What additional data would you like to see to help you make a recommendation?
3. How might we ensure assessment of criterion is appropriate with respect to both equity and accessibility?