About: Reference-based training

Overview

Reference-based training (RBT) is that which is built around the use of reference materials such as procedure guides.

Modes

RBT can be delivered in a range of modes. These include:
- Instructor-led training (ILT)
- eLearning
- Self-paced self-study

Description

RBT differs from other forms of training in that technical content resides in a single resource, typically a procedure guide, rather than in instructor guides, presentation slides, eLearning modules, or learner guides.

ILT guides, eLearning, and self-study guides instead provide instructions for completing learning activities built around the resources learners will use on-the-job. The procedure guide is positioned as the single source of truth for both training and on-the-job reference

Benefits: Learner

RBT enables learners to acquire new knowledge and skills while simultaneously familiarising them with the primary resource they will use on-the-job. RBT supports learners to quickly become self-sufficient.

Benefits: Trainer

RBT enables trainers to deliver content which directly aligns with organisational policies, processes, and procedures. RBT is typically quicker to develop and easier to maintain since technical content resides in a single resource, rather than being duplicated in multiple places such as instructor guides, presentation slides, eLearning courses, or learner guides.

RBT-based ILT and eLearning architectures are designed to be scalable enough to accommodate changes to the primary resource around which they are built, for example, if a new procedure needs to be added or an existing procedure needs to be updated in a procedure guide.

Contact us

We can design and develop solutions to support small-scale, standalone initiatives to large-scale programs of work for major implementations. Contact us to discuss your requirements.