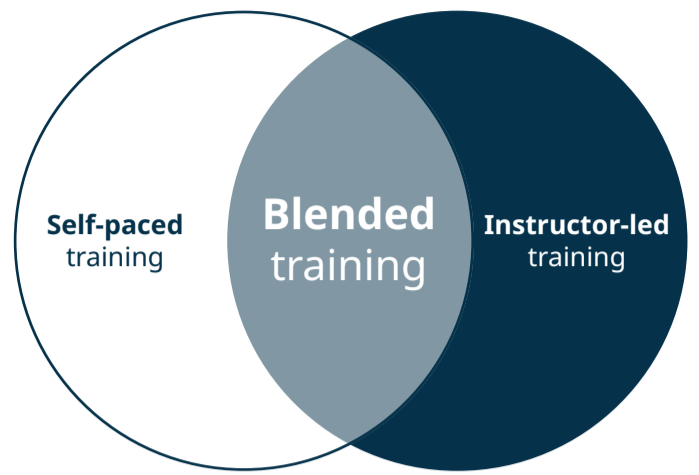


Blended Training

What is Blended Training?

Blended training is a combination of different teaching methods* that aims to optimize knowledge transfer. For Wärtsilä Land & Sea Academy (WLSA) students, the benefit is that most of the theory can be learned online before the classroom training. Additionally, a new troubleshooting lesson has been added to the course programme.

*It incorporates self-paced training and instructor-led lessons, delivered through a combination of computer-based, virtual, and face-to-face methods



Why Blended Training?



Enhanced Engagement

WLSA's blended approach keeps learners engaged and motivated by allowing them to start with online sessions where they can customize their learning experience. This ensures they enter the classroom with the same knowledge level as others, avoiding disengagement from redundant or too advanced content.



Improved Retention

Engaging in five days of practical experience, including hands-on activities, case studies, and simulations, enhances knowledge retention by reinforcing muscle memory and learning experiences. This approach leads to better understanding and long-term retention of information.



Cost and Time Efficiency

Blended training reduces the need for extensive travel and physical resources, making it a cost-effective solution. Additionally, learners can progress at their own pace, potentially reducing the overall time required to complete the training.



Personalization

Blended training enables customization of learning experiences to meet individual needs, allowing learners to focus on areas where they need more support or challenge themselves further.



Scalability

Blended training can be easily scaled to accommodate a large number of learners simultaneously. Online components can be replicated and delivered to multiple participants, making it an efficient solution for organizations with a diverse workforce or high training demands.

Wärtsilä Land and Sea Academy's Approach



Adopted blended training to enhance **student-centric** training.



Enhances the **overall competency** of professionals and their **safety**.



Overcame the need to provide more advanced training within the **5-day** (week) timeframe.



Focuses on developing **muscle memory and learning through hands-on experience** in equipment operation, maintenance, and safety protocols.



Provides a learning solution centered on **trainees' needs**.

Key Takeaways

1

Blended training optimizes knowledge transfer by combining teaching methods for tailored and effective courses. It allows learners to overcome the time constraint of traditional training and expand their theoretical understanding before attending classroom sessions.

2

WLSA's blended approach keeps learners engaged by allowing them to customize their learning experience avoiding disengagement from redundant or advanced content.

3

By adopting blended training and reinforcing muscle memory and learning experiences, learners achieve better understanding and long-term retention of information.

4

Blended training allows for personalization of learning experiences and scalability for organizations with diverse training needs.

5

Wärtsilä Land and Sea Academy applies state-of-the-art technology for maximum value.