

# Learning is a Process

*What does it mean? Why is it important?*

Research shows that we tend to forget much of what we learn in an education session. The Forgetting Curve is a research-backed model which demonstrates that 75-90% of what is learned can be forgotten if intentional steps are not taken. Here at THE GREEN HOUSE® Project we've developed a three-step approach to effective learning which maximizes the investment you make in training your team by combatting the Forgetting Curve through spaced learning.

## SPACED LEARNING

Studies show that spaced learning, which is an educational technique that involves providing content reviews at regular intervals, dramatically reduces the Forgetting Curve. GHP has instituted pre- and post-training elements to prepare learners for in-class training and support them as they apply education to daily practice. Spaced learning supports the retention of information and thus better outcomes for elder care and wellbeing.

## THE GREEN HOUSE® PROJECT'S THREE-STEP APPROACH TO EFFECTIVE LEARNING\*

Pre-Training	Training	Post-Training
<i>Prepare the Learner to Learn</i>	<i>Engage the Learner</i>	<i>Apply the Learning</i>
Reflection questions	Debrief pre-training assignments	Bite-sized refresher materials
-	-	-
Interview a team member	Conversational learning	Manager-specific tools to support the learner
-	-	-
Watch a short video	Tap into the emotional needs of learners	Check-ins

\*These are just a few examples of possible training options.



Currently, 59% of nursing homes are facing high level staffing shortages ([AHCA 2021](#)). Having effective training is key to onboarding staff quickly. The learning is a process method ensures the success of the training. Most importantly, it is preferred by learners. Please email [inquiries@thegreenhouseproject.org](mailto:inquiries@thegreenhouseproject.org) for more information about our educational programs.

