

Learning Needs and Resources Assessment – *a resource*



Taking time to do a needs assessment is time well-spent. We need to check our assumptions, listen to multiple parties to get at the root of what is needed/wanted, and collect information and insights to make *informed* decisions about what the focus of the learning event should be and what technology will work best.

We conduct a needs assessment, for the following reasons:

- **Establish a relationship.** By connecting with learners before the learning begins, we show people that we care about them and the real world in which they live.
- **Draft possible learning objectives.** Even a small bit of input from the group helps us prioritize how best to use the learning time and make it most relevant.
- **Discern learners' comfort levels and emotions** about the topics to be learned and the technology you will use. Anticipating where emotions are high and where people might see things differently, helps us prepare to teach holistically and thoughtfully.
- **Solicit their input into the learning program or event.** Getting reactions to a draft program can ensure relevance and increase their "buy-in" to the design choices we make and technology we plan to use.
- **Identify and acknowledge** their previous knowledge and experience with the topic and technology. Remember: learners bring lots of rich resources, knowledge, and experience to the learning.
- **Decide on the more effective learning platform and technology** for your learning program and what blended model should be used for this group at this time.