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| **Chapter Name**  | ATD-Orange County |
| **Chapter Number (ex. CH0000)**  | CH8091 |
| **Chapter Location (City, State)**  | Orange County, CA |
| **Chapter Membership Size**  | Medium (101 - 349) |
| **Contact Person for this Submission:**  | Paul Venderley |
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| **Chapter Board Position:**  | SIG Leader, Training and Technology |
| **Chapter Website URL:**  | [http://www.atdoc.org](http://enotification.td.org/track/click/30530608/www.atdoc.org?p=eyJzIjoiQVN1bUtTUzhLQzVGTWUzSlNBNF8wMUFWOHNzIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvd3d3LmF0ZG9jLm9yZ1wiLFwiaWRcIjpcImYwMmY1NDczYzQwZDQ4YThiY2I4YzQ0ZWFkNWMzYzA4XCIsXCJ1cmxfaWRzXCI6W1wiNDk2MzhhNTkyYTUxNjU0MDI4NzgwMjIyMzc1MjZhODhjMDg5M2MzMFwiXX0ifQ) |
| **Submission Title:**  | Project-Based Learning and Development |
| **Submission Description:**  | The Training and Technology SIG helps its members gain real-world eLearning development experience within a safe Project Based Learning (PBL) environment. Members interact with a real client, create storyboards, and develop eLearning modules using prevalent eLearning authorware. In addition, they develop skills as a remote team, working in small groups in between the periodic SIG meetings. This effort provides members with the opportunity to enhance their technological skills, build a resume that includes a complete work sample, while providing a much-needed business solution for one of the leading nonprofit organizations in Orange County. |
| **Need(s) Addressed? Please be specific.**  | MEMBER NEEDS:\* A real-world opportunity to learn and practice eLearning development through all cycles of the ADDIE process.\* A project that could be shared with hiring managers and included in their portfolio without NDA concerns. CLIENT NEEDS:\* Support their network with just-in-time training.\* Reduce the workload of their staff responsible for conducting this entry-level training on top of other essential duties. |
| **What is your chapter's mission?**  | ATD-OC's mission is to empower local professionals to effectively develop talent in the workplace. We are the space in which to practice and perfect your talent development skills and build your professional network in Orange County.  |
| **How does this effort align with your chapter's mission (Please provide specific examples)?**  | “We are the space in which to practice and perfect talent development skills…” The Training and Technology SIG was borne out of two passions: 1) to support those members who had expressed a need for eLearning development, 2) to support our community. But that line determined the group’s focus: development through practice. |
| **National ATD's mission is to "empower professionals to develop talent in the workplace". How does this submission align with ATD's mission? Please provide specific examples.**  | We rebooted the group in 2017 with the goal of providing our members with an opportunity to develop eLearning content that served a non-profit organization in the greater Orange County community. We immediately found a partner in OneOC — Orange County’s non-profit resource center.The project: to replace a regular webinar software demonstration with an online tutorial, providing OneOC’s clients with the just-in-time ability to recruit volunteers for upcoming events, and freeing OneOC staff to do other much-needed tasks. |
| **Target Audience: (Who will benefit/has benefited from this effort?)**  | The primary target audience is our Chapter members. A secondary beneficiary is our client, as the finished project would release them of entry-level training obligations, and allow their clients to access just-in-time training, realizing the benefits of their services that much faster. |
| **Costs/Resources Used: (include any details regarding use of resources including monetary, donations, contributions, volunteer hours, people resources, etc. and how you went about getting these resources)**  | \* Primary costs have been volunteer hours, both in preparation for the meetings and in the development of the eLearning content.\* Web meetings are held using the Chapter’s existing GoToTraining account.\* In-person meetings are held at a conference room in our client’s offices. |
| **How did you implement: (please give a brief description)**  | Our client was a part of our network, and we proposed the concept to them during a lunch meeting. There were two conditions that we made: 1) the project could not be something they needed done right away (we anticipated delivery would take 12 months); 2) the project could not address something critical to the organization. Our first meetings focused on building a foundation in group objectives and design methodologies. We let participants know that once the project began, we would look to them to be actively engaged for the extent of that project. We reviewed common reasons why volunteers leave a project, and asked each participant to consider if those reasons might affect their participation.Those who opted out of the project were welcome to continue to be a part of the group with full knowledge that from that point on, all meeting objectives were set with the project in mind.Our meetings were designed to mimic the eLearning development process. We devoted two meetings to the Analysis phase of course development: one to discuss the process, a follow-up meeting to conduct the analysis with our client. Three more meetings to address storyboard design. Once the storyboards were drafted, we devoted time in each meeting for members to provide and receive constructive criticism on their work product. This gave all participants exposure to a wide variety of development practices.From that point, each group meeting addressed a facet of eLearning development with a deliverable tied to that topic. Subject Matter Experts and the OneOC client were invited to quarterly meetings for status updates and to provide feedback for the content being created. |
| **What were the Outcomes: (Please include hard data regarding financial gains, membership increases, target audience satisfaction levels, publicity for the chapter or for the profession, etc.)**  | OneOC launched the eLearning program in January 2019.The Training and Technology SIG and ATD Orange County was honored by OneOC with a Spirit of Volunteerism Award for our “Community and Capacity Building.”Offered for nearly 30 years, OneOC’s Spirit of Volunteerism award honors “the service of the individuals, teams, and businesses that make our community a stronger and more vibrant place to live, work and play.” Additional development opportunities have opened up for our members through our OneOC partnership -- the nonprofit is looking for facilitators for their programs, and is connecting with ATD-OC membership to fill those needs.One member has pointed to her experience in the group as instrumental for getting a new job. |
| **Lessons Learned: (hints and tips for other chapters who may be considering a similar effort)**  | This is actually the second version of a project-based approach in which we used an ATD-OC volunteer team to work on a training need. For the first project, we over-promised and delivered way behind schedule, after losing half our team to other priorities.The Training and Technology SIG began this project with the full knowledge that the final project would not be delivered within a year. And even that was optimistic, given the nature of two non-profit organizations seeking to marshall their volunteers.Given the many moving pieces of this project, communication between team members and client was paramount. We did lose one project team member due to a perceived lack of communication -- she left feeling as though there wasn't a drive to complete the project and that her thoughts weren't valued.Additionally, setting clear group expectations was key.That we lost only one volunteer is indicative that the team was blessed by a group of committed individuals. We believe that commitment was established early on in the program, when the group discussed the reasons someone might leave a project, and we provided them the opportunity to consider all those reasons before joining. We gave the team the same opportunity to revisit their commitment after one year, when project scope had shifted and other delays had pushed our deliverable back considerably -- all stayed. |
| **Please list the specific ATD chapter resources that helped guide you in the process of completing this best practice (e.g. people, documents, policies, by-laws, etc.):**  | N/A |
| **Please attach any documents that help support this submission: (additional documents and documents over 2MB should be sent to Samantha Herman,** sherman@td.org**)**  |  [Spirit of Volunteerism - Training and Technology ATD-OC.pdf](http://enotification.td.org/track/click/30530608/forms.td.org?p=eyJzIjoiS1NsdzZ4VC1YX3ZWQjdqVDR5MDc5YzBhMkpJIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwczpcXFwvXFxcL2Zvcm1zLnRkLm9yZ1xcXFxcXFwvZG93bmxvYWQucGhwP3E9Wm05eWJWOXBaRDB4TVNacFpEMHlNRGNtWld3OVpXeGxiV1Z1ZEY4eE5nPT1cIixcImlkXCI6XCJmMDJmNTQ3M2M0MGQ0OGE4YmNiOGM0NGVhZDVjM2MwOFwiLFwidXJsX2lkc1wiOltcIjJhN2QwMzI0NGE5ZjBjMjk3MjAxOGZjOTcxYWE3Yjc0ZDkzMjdmYTdcIl19In0) |
| **How did you become familiar with the Sharing Our Success (SOS) program?**  | Saw or heard of SOS on an area call with my NAC |
| **Would you be willing to present on this submission at the ATD Chapter Leaders Conference (ALC)? \*Request for Proposals (RFPs) open in May of each year at** [**td.org/alc**](http://enotification.td.org/track/click/30530608/td.org?p=eyJzIjoieTl6RlBTeEN0WGRSME9yRU8tUmhVaERoeU9jIiwidiI6MSwicCI6IntcInVcIjozMDUzMDYwOCxcInZcIjoxLFwidXJsXCI6XCJodHRwOlxcXC9cXFwvdGQub3JnXFxcL2FsY1wiLFwiaWRcIjpcImYwMmY1NDczYzQwZDQ4YThiY2I4YzQ0ZWFkNWMzYzA4XCIsXCJ1cmxfaWRzXCI6W1wiNTYzOWQ5MmYyNjI4ZmQ3YjQ3YmRjNDRhNzYxY2IwMDliZWVkYzA3ZVwiXX0ifQ)**. Selected session facilitators receive complimentary registration.**  | Yes |