

Brandon Hall Group Excellence in Learning Awards

How a Renowned Non-profit
Development Organization Enhanced
Practical Water and Sanitation
Solutions Using Gamification and
Simulations



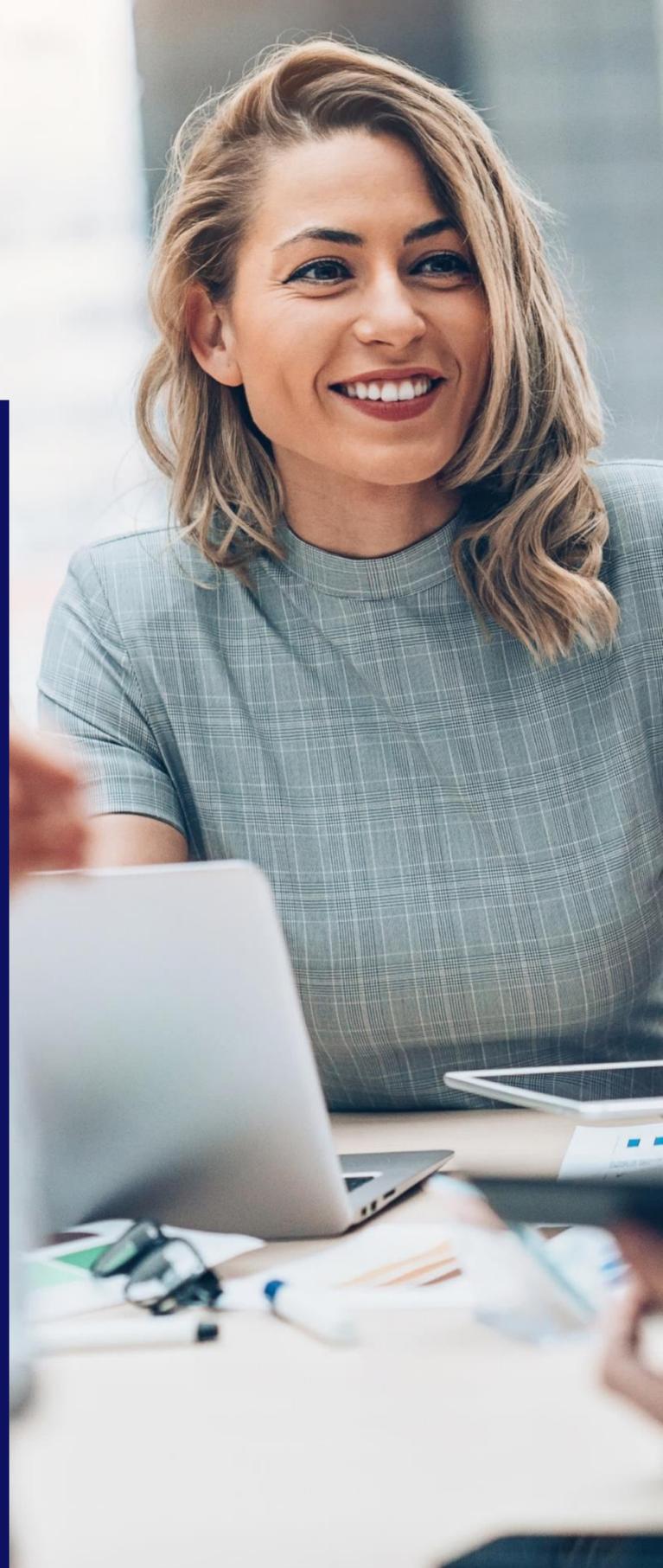


This program has been recognized by Brandon Hall Group and awarded a Gold and 2 Bronzes for Best Learning Program Supporting a Change Transformation Business Strategy, Best Advance in Custom Content, and Best Use of Games or Simulations for Learning, respectively.

Read on to find out more about the approach, strategy, and a peak into the solution highlights that led to achieving this prestigious award!

Background

This Water Sanitation and Hygiene Institute is an NGO with its headquarters in Kodaikanal, Tamil Nadu, India. With support from USAID and in collaboration with Bill and Melinda Gates Foundation (BMGF), they are anchoring a three-year program. This is intended at skill building in Fecal Sludge and Septage Management (FSSM) in Indian towns and cities.



Requirement

They wanted us to formulate a gamified course built with simulations that can help adult learners absorb technical concepts and apply them to create practical water and sanitation solutions.

Learning Approach

A large component of the project is delivering courses through an online learning platform. As a part of these courses, EI Design has developed a series of SCORM compliant modules, simulations, and games.



These are intended to help government officials and sector professionals visualize issues, their solutions, and to encourage their application in local projects.



The main objective of the games were to offer learners a safe environment to practice their understanding of Fecal Sludge and Septage Management (FSSM).



Similar games help adult learners absorb what they have learnt in the live online sessions and commit it to memory.



Learning Strategy

The program has been designed to be delivered online as well as in the classroom format.

- To break the monotony and improve the impact of the online trainings, they are being conducted in a blended format. Learners will attend a live session with an expert virtually and follow it up with short exercises, simulations, videos, and games on the online learning platform.

A screenshot of a learning management system interface. At the top, the word 'LOGO' is displayed in blue. Below it is a large image of a white truck in a mountainous landscape. A blue banner across the bottom of the image contains the text 'Lorem ipsum dolor sit amet, consectetur'. Below the banner is a blue button labeled 'START'. At the bottom of the interface, there are two informational messages: one with a headphones icon stating 'Make sure that your headphones or speakers are connected and working.' and another with a speech bubble icon stating 'A transcript is also available on every audio screen.' The background features faint line-art icons of buildings and clouds.



Learning Strategy

- The content presentation was designed with a minimalistic approach and simplified in a simple, straightforward, and easy to assimilate manner keeping in mind the audience.





Learning Strategy

- For adequate Personalization, relatable visual media and characters resembling learners' roles were used.
- Scenario Based Learning with relevant, practical examples were used to illustrate concepts.

Lorem ipsum dolor sit amet, consectetur PAGE 02/10

What Are the Lorem ipsum dolor sit amet?



Priya

Priya is appointed by the city commissioner to estimate Lorem ipsum dolor sit amet?



Learning Strategy

- While cognition of concepts was driven through the relatively simpler eLearning modules, the complex concepts was reinforced through a gamified approach.





Learning Strategy

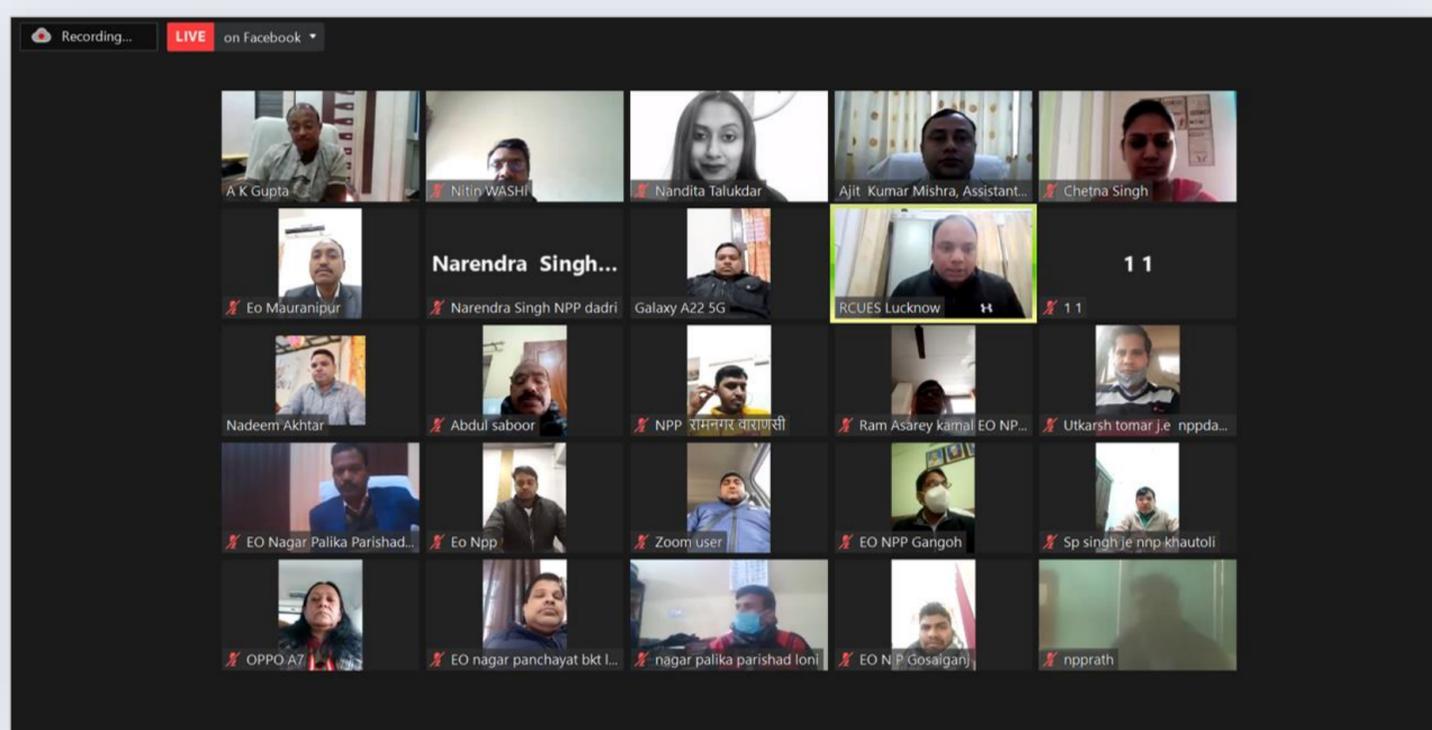
- Each simulation or game has been created with a specific learning objective in mind and is linked to a session that is delivered online or in the classroom.
- They motivate the player to recollect information disseminated through the session and apply it in a simulated situation. This is very close to one that they will face when they implement FSSM in their town or city.
- In real life, they would need to make decisions on budgets available, area where the plant would need to be setup, availability of infrastructure to decide which kind of models would work, and how each stage of the development of a Fecal Sludge Treatment Plant would be a viable option for a particular town.





Learning Strategy

- Flipped classroom sessions by expert trainers were designed to cover complex concepts or answer queries learners may have while completing the self-paced online learning components. Hands-on model building exercises too were included as part of the sessions.
- This is possibly the first of its kind water and sanitation training that has been designed so far and hence particular attention was paid to customize the learning for an immersive experience.



The Implementation



The SCORM compliant modules, games, and simulations will be added to the modules that are available on the organization's eLearning platform.

- To break the monotony and improve impact of the online trainings, they are being conducted in a blended format. Learners will attend a live session and follow it up with short exercises, simulations, videos, and games on the online learning platform.
- These modules are accessible to those who have signed up for any of the series of courses developed and conducted by the organization as a part of this program.



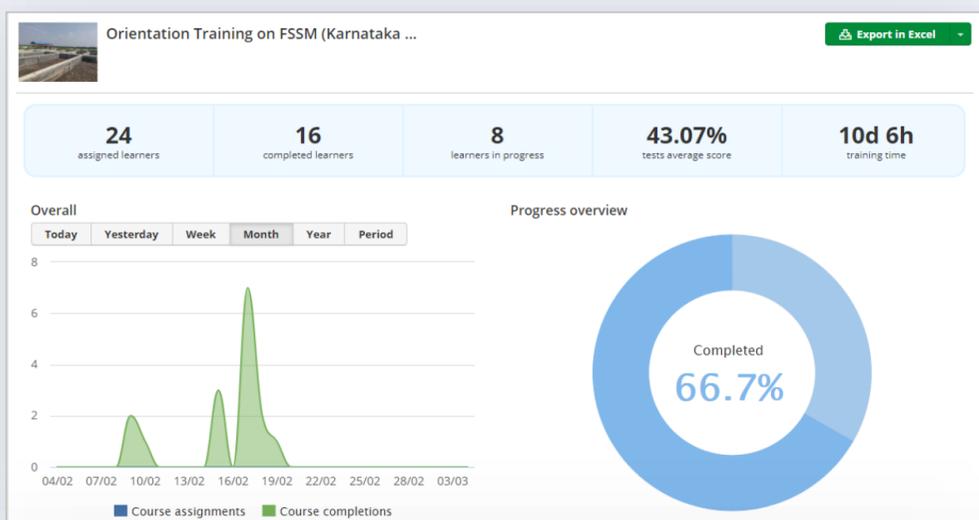
The Impact

- We have trained 750+ government officers using this LMS and the online courses from across 10 states. 300+ learners have fully completed courses and approx. 5500 total hrs. have been spent by learners on the LMS.
- More than 145 learners showed a marked improvement in their level of knowledge assessed using the pre- and post-training test. This testifies the success of the training in imparting knowledge and perspective to the learners.
- Comprehensive LMS analytics and tracking has been put in place to ensure learning dissemination and effectiveness.

Reference images are provided in the next slide.



The Impact



SCORM: PPE Game

Orientation Training on FSSM (Karnataka Batch 1)

Export in Excel

16 executions - 16 passed (100%)

USER	DATE	RESULT	SCORE	TIME	SEX	NAME OF THE ORGANISATION	TYPE OF ORGANISATION	DESIGN
V. A	15/02/2021, 20:54:46	PASSED	100.00%	14m 47s	Male	Town Panchayath holalkere	Government	Chief
S. A M	15/02/2021, 17:23:38	PASSED	100.00%		Male	TOWN PANCHAYAT VIRAJPET	Government	CHIEF C
M. A M	12/02/2021, 14:44:12	PASSED	50.00%	29s	Male	town panchayath Alur	Government	Health li
R. B	05/02/2021, 14:43:02	PASSED	100.00%		Female	Tmc Jigani	Government	Junior eng
R. GOWDA	15/02/2021, 22:59:57	PASSED	100.00%	5m 4s	Male	CITY MUNICIPAL COUNCIL CHICKMAGALUR	Government	ENVIRONMEN
C. Gudnavar	29/01/2021, 17:15:38	PASSED	100.00%	10m	Male	City municipal council, Nippani	Government	Environmer



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