

## TYPES OF SERVICE TRAINING - PROS AND CONS

*SERC has expanded how we offer training.*

*Not sure how to pick which type of training? Well, here are a few things to consider.*

*Remember, you can get training multiple ways and if you have any questions – always feel free to contact us.*

### In Person

**PRO** - Easier facilitation of discussions in-person in real-time

**PRO** - More easily allows for activities where we move together

**PRO** - Participants do not need their own access to personal technology

**PRO** - More easily allows for confidential or anonymous feedback

**PRO** - Travel not required

**PRO** - Discussions in real-time

**PRO** - May allow for easier scheduling if everyone has the technology

**PRO** - Many accessibility accommodations are built-in

**PRO** - May be easier for multiple, shorter sessions

**CON** - Requires scheduling of people and space

**CON** - Accessibility accommodations for space and teaching need to be arranged

**CON** - May require travel for distanced groups

**CON** - Can be limiting on time

**CON** - Potential technology issues (personal access to technology, issues coming up during use)

**CON** - Does not allow for movement activities

**CON** - May result in "zoom fatigue"

### Zoom (Virtual)

### Ongoing Learning Hub (LMS)

**PRO** - Easy scheduling; mostly self-paced on your own time

**PRO** - Can allow for follow-up over time as content sinks in

**PRO** - Travel not required

**PRO** - Many accessibility accommodations are built-in

**PRO** - Technology use is not time-sensitive, so issues that come up during use have time to be resolved.

**CON** - Focus on individual computer work can limit conversation

**CON** - Potential technology issues (personal access to technology, issues coming up during use)

**CON** - Limited number of workshops offered (number of workshops offered will increase as we continue to develop our LMS program)