

## BLENDED LEARNING

# Blended Product Academy Redesign

A one-page view of how four two-week Ohio product academies moved into online and hybrid paths while keeping practice, feedback, and assessment intact.

## THE TEST

Before production starts, I want one clean sentence for every element in the program. That sentence should explain what the element does for performance.

- What must the learner do differently in the workflow?
- What practice and feedback does that outcome require?
- Where will the learner need support after training ends?
- What evidence will show the behavior changed?

## FIVE-STAGE SEQUENCE

- 1 Prepare**  
Use async foundations to build shared context before live practice.
- 2 Practice**  
Protect live time for scenarios, judgment, peer comparison, and feedback.
- 3 Apply**  
Support first execution in the workflow with job aids at the moment of need.
- 4 Reinforce**  
Use coaching and review after the formal event ends.
- 5 Measure**  
Use assessment, manager validation, or work samples to confirm transfer.

## CASE SIGNALS

4

Ohio academies converted

6

Months to rebuild delivery

3

Regions supported

10

Day academy rigor preserved

## MODALITY JOBS

- Async foundations
- Live practice
- Workflow support
- Manager assessment

## RED FLAGS

- Live repeats the async
- No practice
- No post-class support
- Completion is the only signal

## WHY IT WORKS

The redesign removed the Ohio constraint without lowering the bar that made the original academies useful.