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Don't Assume Younger Learners Prefer to Learn Differently

By: Association for Talent Development and www.GPStrategies.com



"I know what I know." The older and wiser we become, the more we stick with what we know and what works. And because of our confidence or stubbornness, we like to read articles and research that backs our experience, assumptions, and beliefs. We all have a little belief perseverance, holding on to a set of beliefs in spite of being faced by evidence that proves otherwise. If you are not open to changing your mind, then you can stop reading this blog now.

So, let me show you that what you believe may not be true. Learning professionals have a broad belief that younger people prefer to learn differently. One research study by Wainhouse Research reported, "ILT (classroom) is significantly less preferred by those under age 50." However, the 2018 Voice of the Learner report showed that classroom was preferred by all age groups. We asked in our survey, "How do you prefer to learn?" And we forced people to make a choice rather than select all. "Learn in a classroom with a group" was chosen the most by all age groups. And yes, older people chose classroom more than the other age groups.

But I would say that younger learners prefer to learn in ways that are not all that different from other generations. All learners want learning that is relevant, applicable to the job, and effective. The goal is to provide learning that meets the needs of all ages of learners. Even if you are not convinced by this data, would you be convinced with data about the effectiveness of classroom training? We also asked people about the effectiveness of corporate classroom training. (Rank the effectiveness of each of the following learning programs/modalities on a scale from 1 to 5 [highly ineffective to highly effective].) The percentage of people who chose effective or highly effective did not differ by age group.

- Age 53 to 71: 90%
- Age 41 to 52: 86%
- Age 22 to 40: 89%

All age groups thought corporate classroom training was effective. Now this data many not change what you believe about young people, but as learning professionals we need to design learning experiences that are preferred and effective.

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The Benefits of Having Dental Benefits

By: Sun Life Financial Group

Oral diseases may result in 164 million work hours lost each year, according to the American Dental Association. Earlier this year, The EA changed their dental plan offering and you now have access to eight dental plans from Sun Life.

Dental insurance is a benefit widely used and appreciated. Many employees consider dental the next important benefit after medical. Need more reasons to offer dental?

- The American Academy of Periodontology estimates that one in every two adults age 30 and older are suffering from periodontal disease, which can lead to receding gums, bone damage, loss of teeth, and can increase the risk of other health problems such as heart disease and diabetes.
- The National Institute of Dental and Craniofacial Research says that nearly one-third of all adults in the United States has untreated tooth decay.
- The Center for Disease Control and Prevention reports that treatment of gum disease in people with type 2 diabetes can lower blood sugar over time. Lower blood sugar could affect medical insurance rates for people with diabetes.

Lifetime of Smiles® for better overall health

Each Dental plan offered through Sun Life includes a program called Lifetime of Smiles. This program provides additional benefits to encourage and help employees with their dental wellness. Lifetime of Smiles includes the following at no cost:

- Brush biopsies for early detection of oral cancer
- Genetic testing to help identify individuals who are at genetic risk for gum disease
- Periochips to control bacteria and reduce the size of periodontal pockets
- Online Dental Health Center is a trusted resource that offers members the most up-to-date information available on preventive dental care

Lifetime of Smiles also offers the following buy-up options:

- Four cleanings per year to help prevent gum disease (coverage up to 4 periodontal cleanings in a 12 month period)
- Posterior tooth-colored fillings preferred by many dentists and their patients
- Preventive Max Waiver®
- Family Share Max®
- Brite Solutions®

Now is a great time to take advantage of the plans offered to make sure your employees aren't at an increased risk for any health problems and to possibly improve medical insurance costs.

125,000+ unique dentists for even more flexibility

The Sun Life plans also offer the Sun Life Dental Network®, which ranks among the largest in the nation. With over 125,000 unique dentists it gives their members access to more in-network dentists, helping them reduce out-of-pocket costs for covered procedures and treatments.

Ask for a Disruption Report to see how their network compares to your current network. Sun Life offers their Dental Network Optimization Program if you are concerned they don't have the right dentists for your group. This targeted recruiting effort focuses on the dentists that your group is using and provides reporting throughout the recruiting period.



Learn more...

Should you have any questions on the new Sun Life Financial Group Dental options, or would like to further discuss the additional benefit offerings and enrollment solutions that are available, please contact your broker or Jay Leybourn at jonathan.a.leybourn@sunlife.com.