

Trends of Company Learning To Support In-service TVET Teachers



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Agenda

1. Introduction
2. TVET teachers standards
3. Trends of learning and development in companies
4. Proposals for TVET teacher training
5. Conclusion

Introduction

From ...What to develop? To... How to develop?

1. TVET

In Europe, Asia,...many reports and documentations on:

- ✓ Pre-service teacher training content and method
- ✓ In-service teacher training content



But.....few references and documents on **what learning process is more suitable for in-service teacher training:** how to do? What set of activities? How to integrate with work? How to adapt to new environment?

2. Companies

In 2004, Rob Brinkerhoff, professor at Western Michigan University: **80 to 85 percent of training is not applied:**

- ✓ Slightly less than 20 percent of learners never apply what they learn in a training program
- ✓ Another 65 percent try to apply what they learned, but revert back to their old ways.

TVET Teachers Standards

Learning is based on Competency Standards

Many TVET teacher standards: by countries, OECD, ILO, UNESCO,...

Example EU, GIZ-Recovet....



Teachers need to adapt to an **integrated and technological environment**, the **innovative, creative, social skills** to develop and a **new generation of TVET students** requesting autonomy and permanent access to knowledge and networks.

Trend for L&D in companies 1: Individualization

- ✓ **Coaching** of the staff made by his/her hierarchy or an external provider
- ✓ **Mentoring** system to develop experience sharing between old and young staff.



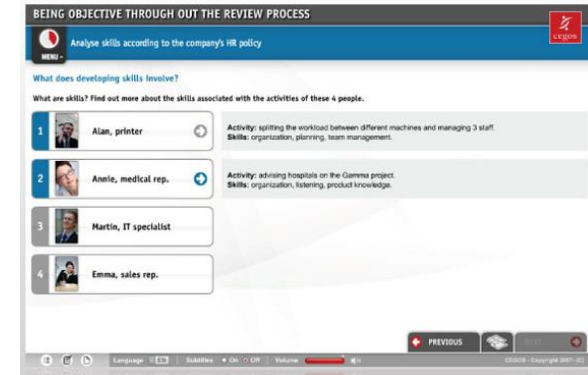
The GROW Coaching Model



Trends of Learning and Development in Companies

Trend for L&D in companies 2: Use of technology

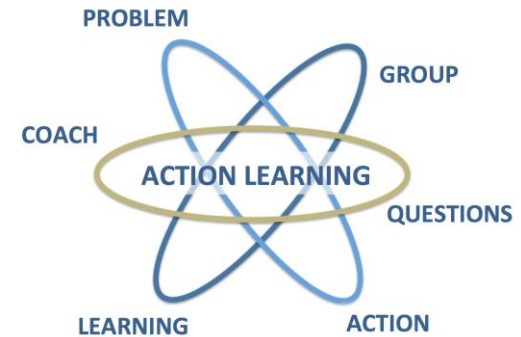
- ✓ **E-learning** modules proposed or compulsory, stand alone or blended
- ✓ **Mobile learning** using smartphone applications available anytime anywhere
- ✓ **Mass Online Open Courses (MOCC)** providing mainly free access to high level content
- ✓ Constant access to **internet** for videos, blogs, podcasts, browsers.



Trends of Learning and Development in Companies

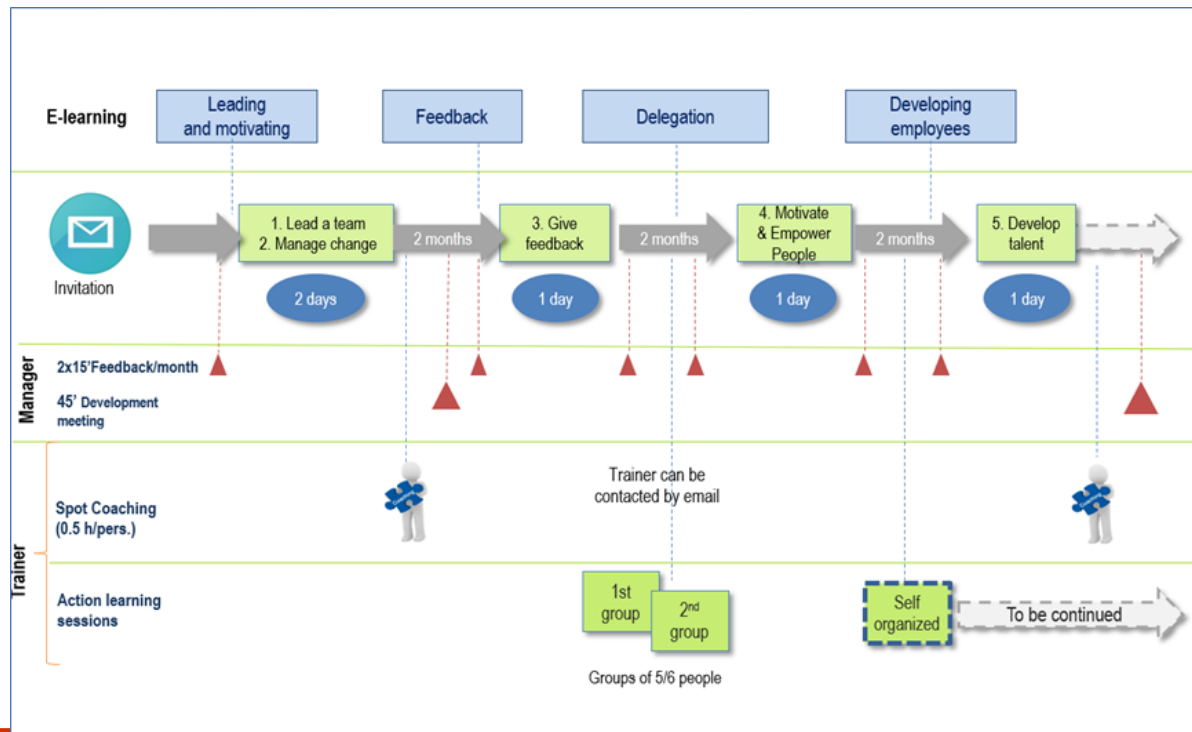
Trend for L&D in companies 3: Teamwork

- ✓ **Action learning** activities within teams to support learning and problem solving
- ✓ **Experience sharing** through internet network, communities of practice



Trends of Learning and Development in Companies

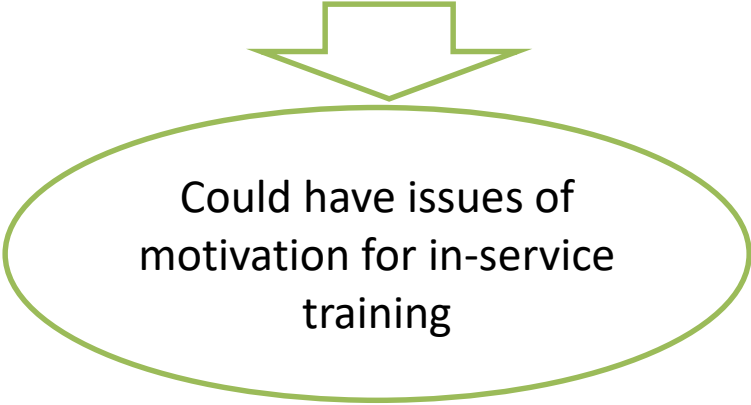
Overall Trend for L&D in companies : Integration



Proposals for TVET Teacher Training

TVET Teachers Context (especially in developing countries)

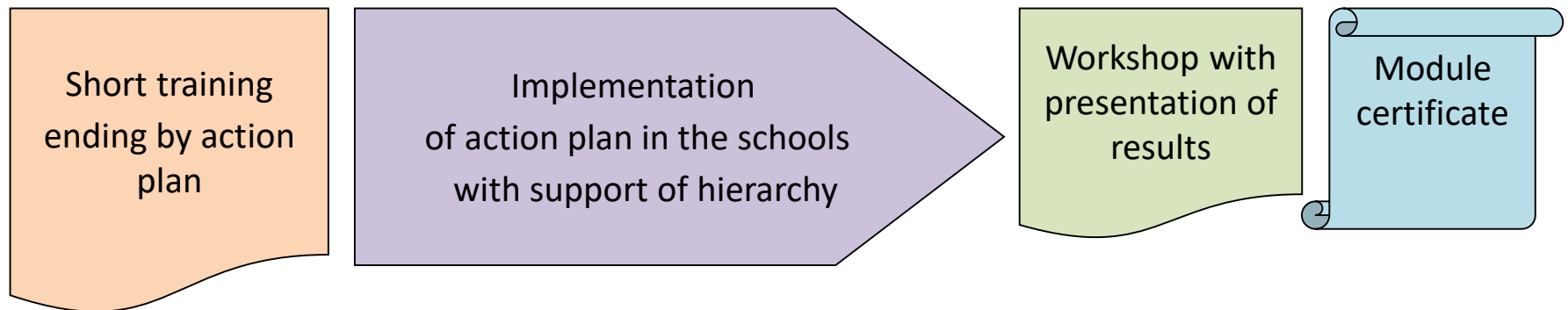
- ✓ High teaching load
- ✓ Low salary when they work in the public sector then need to get other funding sources
- ✓ Less pressure on results compared to company staff
- ✓ Long experience which has strengthened teaching habits



Could have issues of
motivation for in-service
training

Proposals for TVET Teacher Training

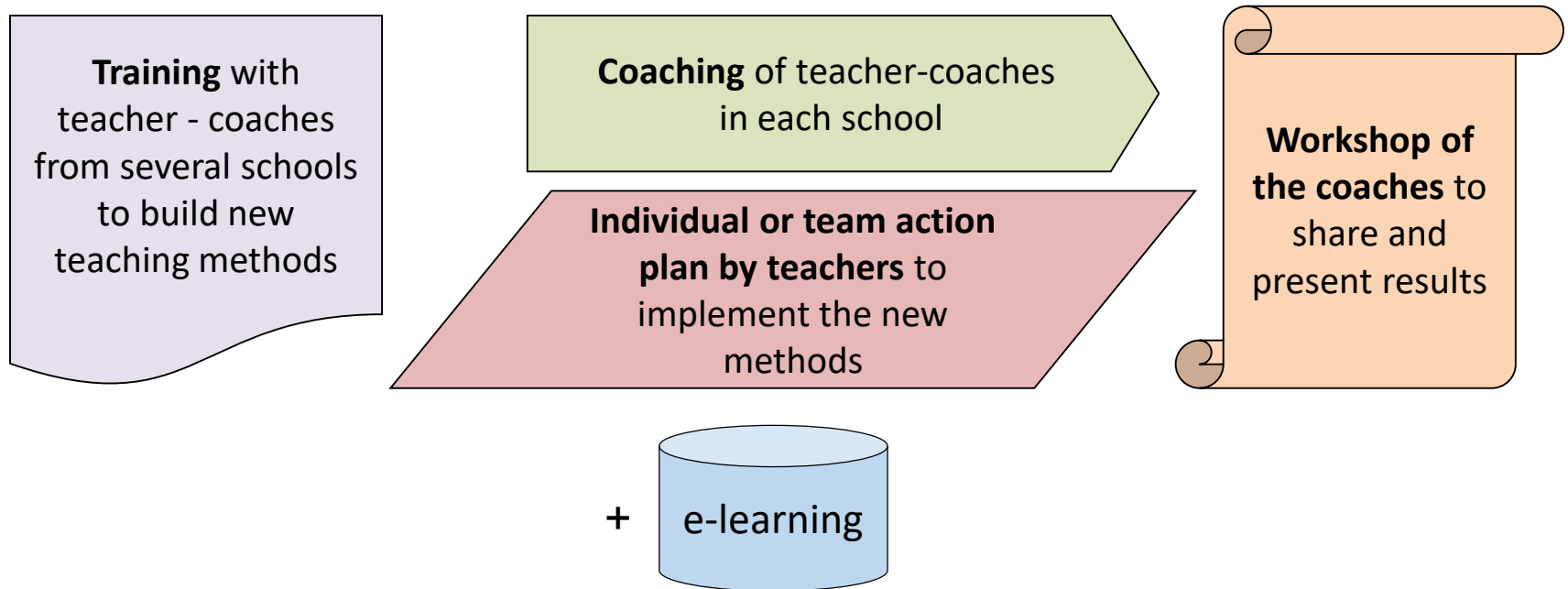
Example 1: Modular learning process



If no action plan = very little chance of implementation

Proposals for TVET Teacher Training

Example 2: Project Based Learning



When need to develop many teachers: use coaching

Proposals for TVET Teacher Training

Example 3: Mobile Learning

- ✓ In 2017, in Thailand, German cooperation, Quizzbizz company, MOE of Thailand
- ✓ More than 150 vocational school teachers:
 - ✓ Trained on mobile learning
 - ✓ Created their own micro-learning content and applied new methods to transfer teaching objectives, learning materials and knowledge in small pieces
 - ✓ More than 1000 questions related to technical subjects were created during the trainings and in various test-fields
- ✓ More than 10.000 students participated successfully

UNIQUIZZ MOBILE LEARNING FOR VOCATIONAL COLLEGES

Being always connected, mobile and active, results in permanent distractions. Those distractions and incidents influence our ability to concentrate and memorize. Short attention spans change our perceptions and skills in absorbing, sorting, clustering and storing information and knowledge. Experts call that phenomenon *fragmented concentration*.

Our products deliver professional and sustainable services that support knowledge mobilization and the flow of information between teachers in colleges, trainers in companies and students in class.

We provide an innovative and highly customizable learning solution that improves efficiency of learning and helps teachers to save time preparing for their classes.

Our smart and easy to use applications help educators to improve the quality of teaching and bring vocational education to a new level of excellence.

WORKSHOP

Our goal is to deliver innovative and customizable learning tools for vocational education. The best way to achieve this goal, we believe, is through co-creation in learning, development and content management. Combining our innovation and know-how with your expertise and ambition.

We are committed in creating long-lasting partnerships with colleges and companies that create benefits for all involved parties.

During our workshop you will find out how to reduce preparation time for classes and improve quality of teaching while bringing interaction and fun into the classroom.

UNIQUIZZ

UNIQUIZZ is a mobile learning application that is developed to take advantage of the behavior of today's students. Today's students spend more and more time on their smartphones and mobile devices, both inside and outside the classroom.

UNIQUIZZ is designed with the purpose of making learning fun. This is achieved through implementing gamification, competition, and interaction elements in an entertaining quiz game. Students can improve their technical English skills and increase their knowledge of mechatronics while competing with others.

We offer a high level of support, advice, and guidance to institutions and individuals. This includes organizing seminars and workshops supporting the learning objectives and initiatives from both OVEC and The Ministry of Education.

AGENDA INTERACTIVE LEARNING METHODS - QUIZZBIZZ

Through this workshop you will discover new teaching methods such as Blended Learning, Flipped Classroom, and Microlearning that make teachers' lives easier by being more efficient and less time consuming.

The schedule for the 2-hour workshop will include hands-on approach to mobile learning:

- Short introduction about the future of mobile learning
- Benefits of bringing new teaching methods into the classroom
- How to create effective content that transfers knowledge to the students
- Playtime with our mobile quiz application

For more information about our products and services, search for QUIZZBIZZ on YouTube and facebook, or visit our website at www.quizzbizz.com

Proposals for TVET Teacher Training

Others

- ✓ **Technical assignment in companies**
 - ✓ Conditions to succeed: precise assignment like to prepare a manual, train internal trainers, prepare teaching materials,....
- ✓ **Community of practices:**
 - ✓ Conditions to succeed: precise number of people, precise planning of meeting, assignments to present and share, organization and coach



Conclusion

Policy Level Recommendations

- ✓ Define **motivation drivers** for in-service learning: financial or non financial reward, career path, respect, recognition in front of others, sense of belonging to a community, higher responsibility, participation to innovative projects,..
- ✓ Stop calling “In-service teacher training” to call it... **Continuing Professional Development** (from CEDEFOP, EU) or *in-service teacher development*
- ✓ Develop new flexible policies to support learning through two means:
 - ✓ **Microlearning** or SLATAWAD (Social Learning Any Time, Any Way, Any Device)
 - ✓ **Macrolearning**: more traditional learning approaches bringing new knowledge but based on experience sharing, project implementation and integration of learning sessions and practice.

Conclusion



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