

The India-EU Skills Development Project



Trainees

Alexander Siboni SSTE Training of Trainers

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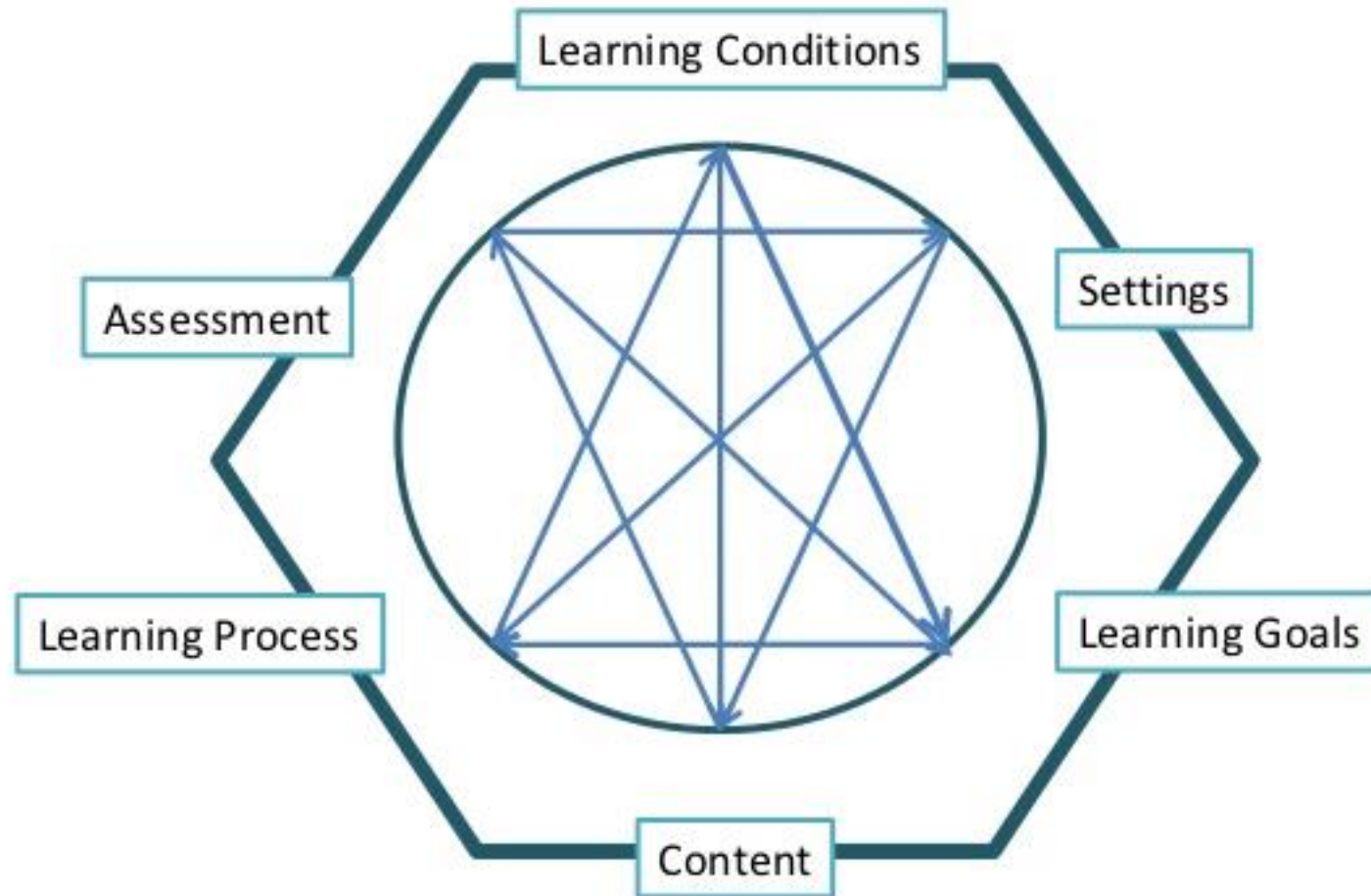
Introduction



- ▶ We always start with the learners
- ▶ In training planning
 - ▶ Integration
 - ▶ NOS 26: Support and coach learners
 - ▶ Hiim & Hippe
 - ▶ Rationale: Why ?
 - ▶ Objectives

The Didactic Relationship Model

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The Didactical Relationship Model (Hiim & Hippe, 1998)

Rationale



- ▶ The more you know about learning
 - ▶ The easier it is to find solutions
 - ▶ The more interesting learning become for you as facilitator
- ▶ The more you know about the learner
 - ▶ Better motivation = more fun

Learning objectives



- ▶ At the end of the session the learner should be able to
 - ▶ Overall: Implement training based on trainees individual characteristics
 - ▶ Specific:
 - ▶ Use the learning process to plan training
 - ▶ Adapt training according to learner's learning style
 - ▶ Analyse learner's background and motivations and suggest solutions

What is learning?



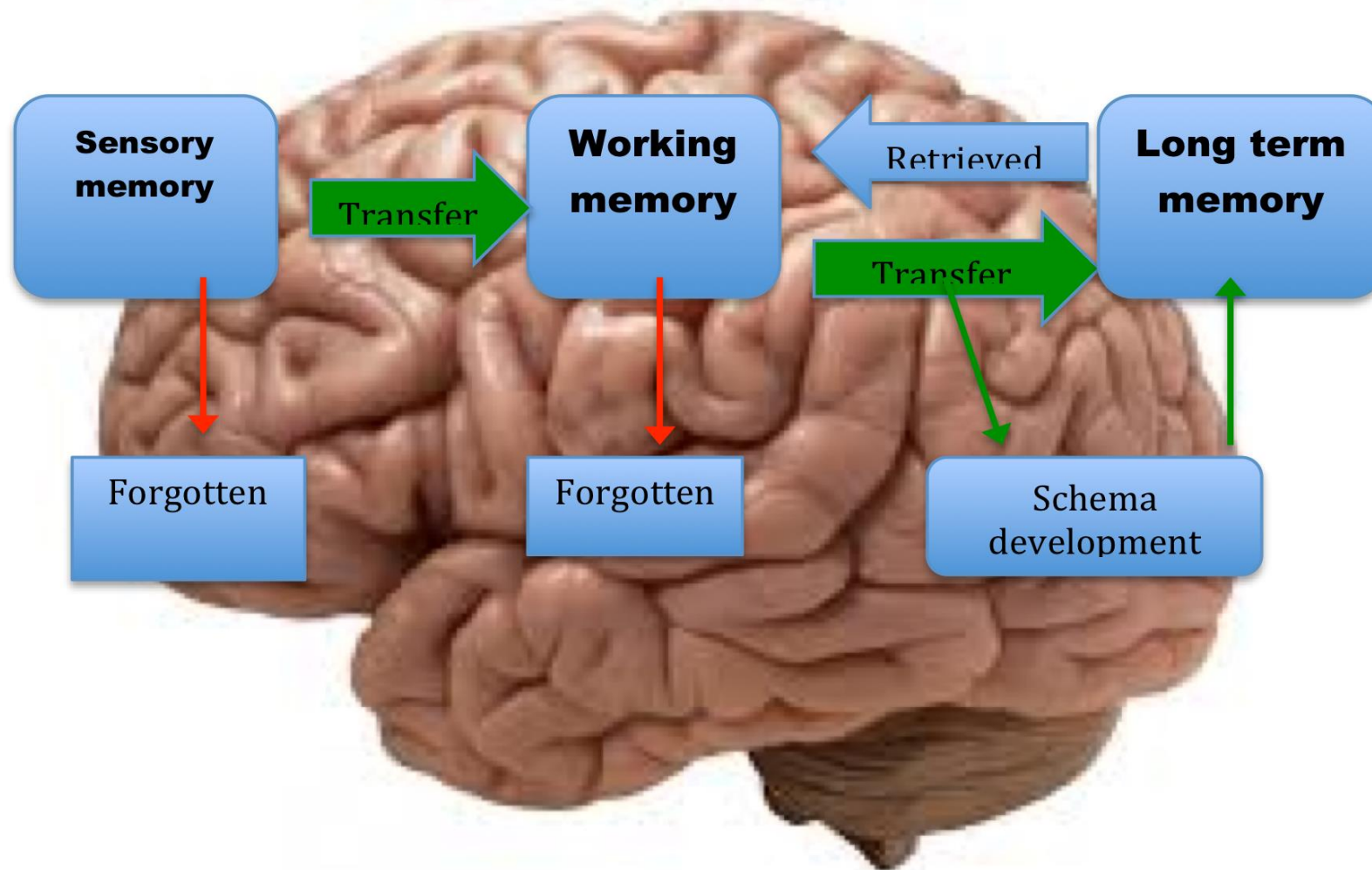
1. Learning is a *process* – not a product
2. Learning involves *change* in knowledge, beliefs, behaviors or attitudes
3. Learning is not something done *to* students, but rather something students themselves do
4. Ambrose: “How learning works”

Another phrase



- ▶ Learning results from what the student does and thinks and only from what the student does and thinks. The teacher can advance learning only by influencing what the student does to learn.
- ▶ Herbert A. Simon, one of the founder of the field of cognitive science

How do we learn ?



Individual assignment

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- ▶ Think about the last thing you learned to DO
- ▶ 1. In pairs: Explain how you learned it using the learning process
- ▶ Prepare for a short presentation
- ▶ 2. One person will present and all prepare 3 questions to check understanding of the model

Learning styles



- ▶ We all learn have different learning styles
- ▶ Several models but VAK simple and understandable for learners
- ▶ VAK
 - ▶ Visual learners: Preference for seeing or observing things
 - ▶ Auditory learners: Preference of information through listening
 - ▶ Kinesthetic learners: Preference for physical experience: touching, feeling, doing

Let's test ourselves



- ▶ VAK document and test
- ▶ How many
 - ▶ Visual
 - ▶ Auditory
 - ▶ Kinaesthetic

Learner background



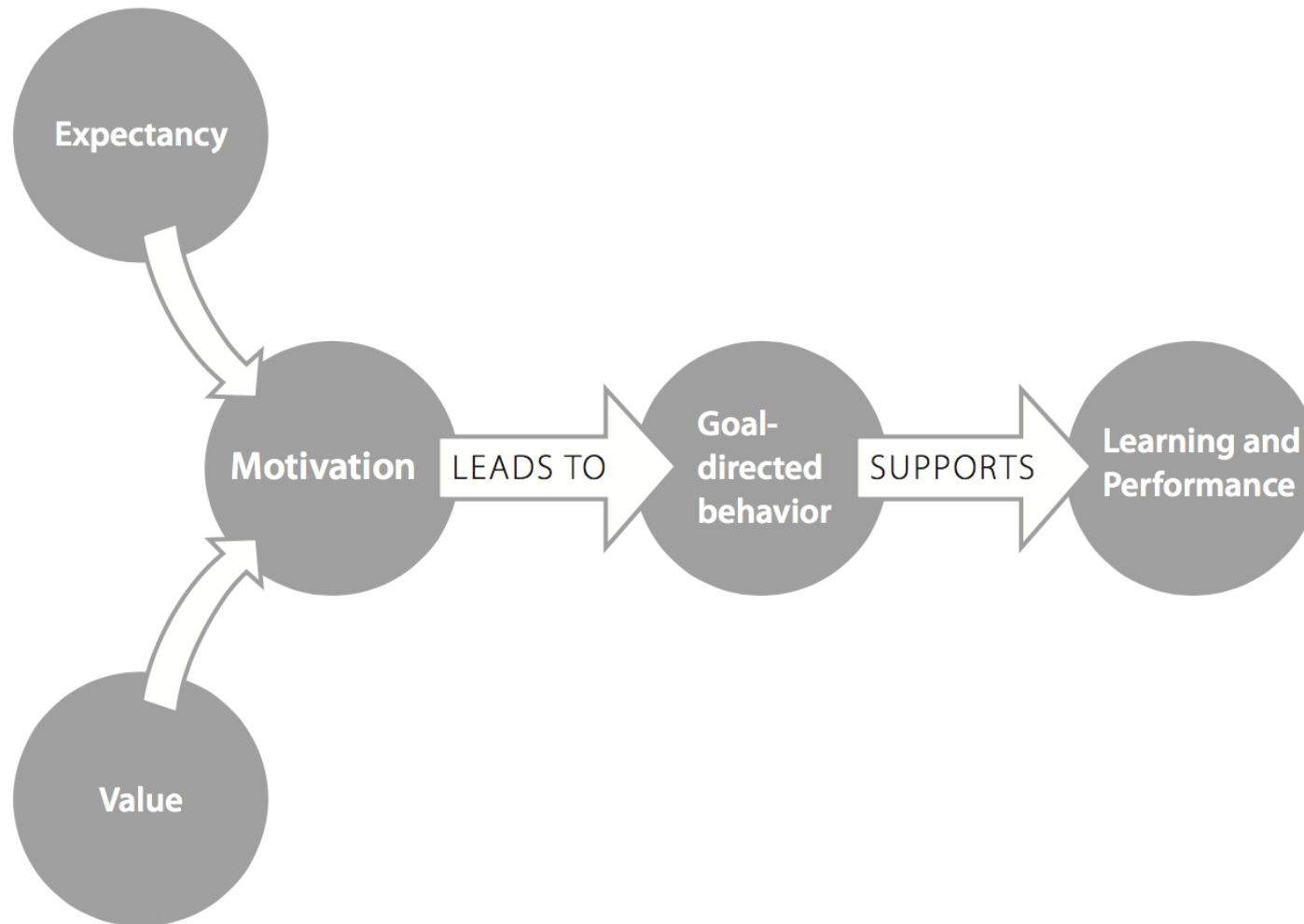
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- ▶ Demographic,
- ▶ Cultural background
- ▶ Prerequisites for learning (dynamic)
 - ▶ Feelings
 - ▶ Attitudes
 - ▶ Skills
 - ▶ Understanding
- ▶ Prior learning history

Motivation

- ▶ What do students expect?
- ▶ What do they value?
- ▶ How can you change expectations and valuations to increase motivation ?

Learner motivation



Learner strenghts and weaknesses from TNA



Strengths

1	2	3
Self discipline 10 Willingness to study 7 Concentration 5 Teamwork 5 Practical skills 4 Hard work 4 Ability to grasp important points 4 Unity 4 Self-confidence 4	Positive attitude 12 Eager to know new 8 Hard working 7 Obedient 7 Participative 6	Discipline 9 Willingness to learn 8 Attitude 7 Hard working 7 Communication 7

Learner strenghts and weaknesses from TNA



Weaknesses

1	2	3
<p>Communication 20 Laziness 14 Lack of aim/interest 9 Lack of confidence 8 Fear 7 English 7 Lack of basic knowledge 7 Absenteeism 7</p>	<p>Lack of confidence/stage fear 22 Communication 8 Lack of knowledge 6 Attitude/spirit 6 Understanding 5 Misuse of technology/use of social networks 5 Absent 5</p>	<p>Communication 15 Stage fear 5 Time management/short tempered 5 In serious 4 Misbehaved 4</p>

Group work – Cafe Model

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- ▶ 4 Café's
 - ▶ Learning process
 - ▶ Learning style
 - ▶ Learner background
 - ▶ Learner motivation
- ▶ One “manager” in each Café
- ▶ List of solutions to student problems based on Café content
- ▶ 15 min. in each Café
- ▶ Presentation by manager

Repetition and tomorrow

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- ▶ Write list of 10 key words from today
- ▶ Tomorrow
- ▶ Presentation of new curricula
 - ▶ The trainer – read QP's
 - ▶ Trainer network
 - ▶ Collegial supervision and observation
 - ▶ Who will do a 7 min. presentation of CBT/curriculum development/learning process/learning style/motivation?
- ▶ How was today?