

BTS

BLENDED TRAINING SYSTEMS

eLearning Presentation

Purpose, Process, Payof

- To make an exposition of ideas and insights around elearning trends, do's and don't's, to generate awareness and involvement.
- How?
 - eLearning trends 2017 and beyond
 - What we are already doing together with the HELP Program from Council of Europe
 - What follows next: How to Evaluate?
- As a result, we should be more engaged regarding the application of elearning methodologies within our training & development projects

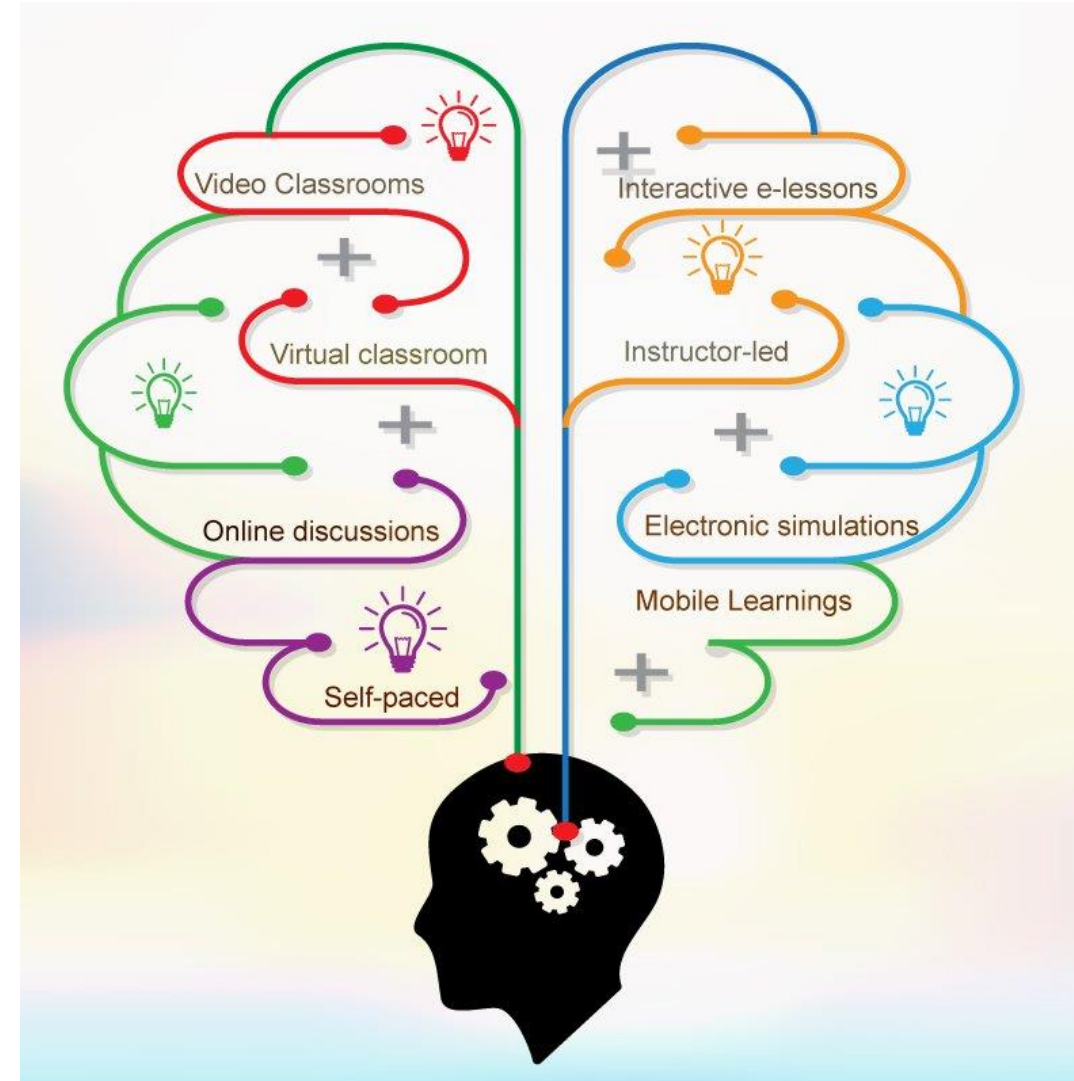
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eLearning Trends 2017 and forward

eLearning Trends

- Depending on the maturity of the needs analysis, elearning usages, type of content, targeted audience, etc., there are several methods to select when developing an elearning course.
- Nowadays, these can be segmented into a few categories:
 - Video, video, video
 - Gamification
 - Micro Learning
 - Social Learning
 - Mobile Learning



Based on the study recently published from Docebo (www.docebo.com)

eLearning Trends: Video, vídeo , vídeo

- Video content use is increasing. By 2019, video will be responsible for 80% of internet traffic around the world.
- This opens the door to integrate video platforms, social learning, and video learning in elearning courses.
- Interactive video will flip the passivity of videos to rich, interactive experiences.
- It is expected to see more video sharing activity among employees, and live video streaming via video platforms.

Video will be the most shared content on Facebook within in the next five years.



eLearning Trends: Gamebased learning

- Gamification makes learning motivating and engaging in solving problems.
- The main goal of gamification is to motivate learners so that they are capable of performing better.
- Imagine an even more realistic learning experience potential using virtual and augmented reality.
- Gamification is about creating an engaging experience by using badges, points and leaderboards.



eLearning Trends: Micro learning

- Micro learning is often referred to as bite-sized learning. It is a short learning nugget (3-5 minutes or shorter) designed to meet a specific learning outcome.
- Also called “micro learning nuggets” that creates learning paths with a focus on performance gain.
- Microlearning nuggets are designed for and delivered in rich media formats. Their brevity and accessibility on multiple devices (including smartphones, tablets, desktops, and laptops) makes them an ideal fit for just-in-time training.
- Microlearning is ideal for distracted or busy corporate learners, as it gives them the opportunity to build their knowledge when it's most convenient for them.



Example: Google University

eLearning Trends: Mobile learning

- It is expected that the Mobile Learning market grows up to \$38B until 2020.
- Europe is expected to experience an increase during the forecast period.
- Mobile Learning produces a huge change in the methods of elearning production, when “responsiveness “ becomes a necessity.
- More that 60% of all video produced on the web is consumed using a smartphone or tablet

MILLENNIALS = LOVE THEIR SMARTPHONES...



87% = “Smartphone Never Leaves My Side”

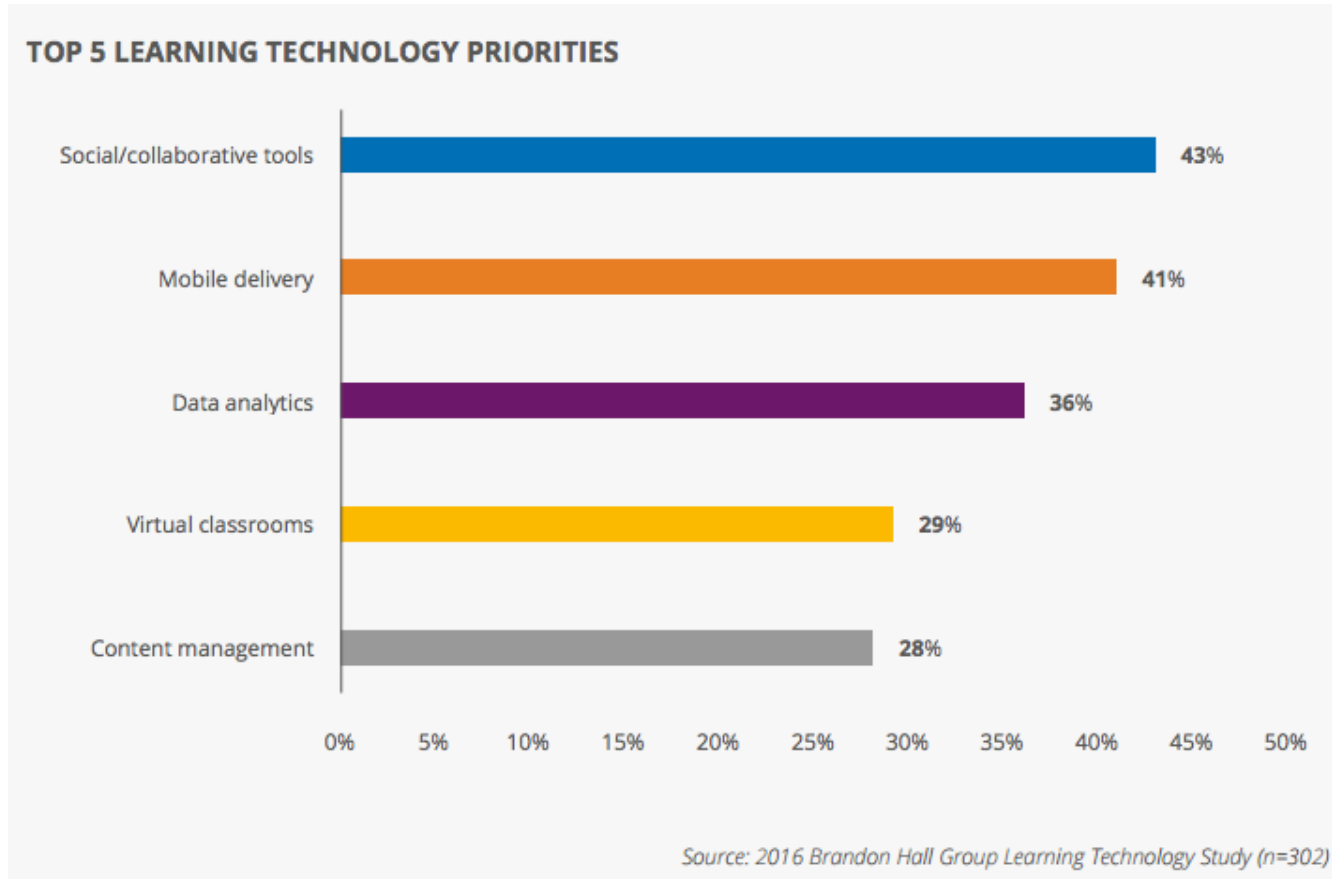


Source: KPCB, Zogby Analytics

More and more, the future Learning Systems will look like websites like YouTube and BuzzFeed

eLearning Trends: Social learning

- Maturity of technology now allows tracking, recognition and security -> new focus on Social Learning
- Social learning is already present in processes such as recruiting, onboarding, talent development...
- Social and Informal learning are what drives Learning Transfer.
- Learners gain knowledge and develop skills by participating in online discussions and presentations centered on their personal interests and activities.
- The future of social technology can be summed up in one word: “engage.”



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Our work with the HELP Program

Child Friendly Justice Course

- We have started to work with the HELP Program October 2016 with the Child Friendly Justice elearning course.
- Our role is to consult with the team of experts and project coordinators in order to produce an elearning storyboard that translates the course content and learning strategy
- Aiming to develop a multimedia (SCORM compliant) elearning that is engaging, highly interactive, distinctive, but yet, focused on the learning goals.

The screenshot displays a PowerPoint storyboard template for an elearning course. The interface shows a slide thumbnail on the left and a detailed storyboard layout on the right. The storyboard is divided into two sections: "Title (module)" and "Text (introduction)".

The "Title (module)" section includes a title box, a central image with the text "HUMAN RIGHTS EDUCATION FOR LEGAL PROFESSIONALS" and "HELP", and a "Voiceover and/or other audio" box with an example text: "Welcome to Violence Against Women and Domestic Violence course. This course is divided in 7 learning units: 1. 2. 3. 4. 5. 6. 7. Let's start with unit 1." Below this is a "Cover" box.

The "Text (introduction)" section includes a text box, a grid of seven buttons labeled "Button 1" through "Button 7", and another "Voiceover and/or other audio" box with an example text: "In this unit we'll take a closer look to the following topics: * * * * * Let's start with the first one." Below this is a "Interaction, branching, etc." box with the text: "The user must click on each button to learn more." A red box highlights the buttons with the text "Buttons = topics of each module (Menu)".

The storyboard also includes fields for "date xxx/xx/xx", "your_storyboard_name_here.pptx", and "Screen: 0".

And here's how we are doing so far

CFJ_development

Principles of CFJ | Dignity

UNICEF

All interactions with a child should be conducted in a child-sensitive manner in a suitable environment that accommodates the special needs of the child, according to his or her abilities, age, intellectual maturity and evolving capacity.

-



CFJ_development

CFJ_development

Guardian/ Legal Representation

UNICEF

If you are a child whose parents are not looking after you properly or if you are without parents, then someone known as a guardian or curator could be there just for you.

Question

< 2 >

What are those ways?



CFJ_development

CFJ_development

Safeguard and Protection Measures

Resources

UNICEF

Implementation Checklist

- Judges
- Law Enforcement Officials
- Legislators/ Policymakers
- Medical Staff
- Non-governmental Organizations and Community-based Organizations
- Prosecutors
- Teachers and Community or Social Workers

Law Enforcement Officials


- Setting up special police units specialized in the implementation of protective measures for child victims and witnesses;
- Ensuring training for law enforcement officials on issues related to child protection, including the training of specialized staff within police units to investigate complaints and allegations of child abuse in a way that is child-friendly and ensures maximum protection.

CFJ_development

And here's how we are doing so far

CFJ_development

Introduction



Meina, 7 years old

Hello, my name is Meina. I am 7.
Mum and Dad do not live together now. I live with Mum and I almost do not see Dad.

CFJ_development

Right to Legal Representation | ECtHR Cases

1 **Infringement of due process because of lack of effective legal representation**

2 **Infringement of due process** because of lack of **effective legal representation** *Güveç v Turkey* (20 January 2009) The European Court found that the applicant, who was detained and in poor health, could not participate effectively in the hearings not only because the lawyer, when eventually appointed, was absent from the court hearings on many occasions but also because the trial court did not consider that the applicant, who was unable to attend court because of ill health, was in critical need of representation. It was held that this lack of effective representation infringed his right to due process.

3

4

5

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CFJ_development

Right to Legal Representation | ECtHR Cases

The ECtHR is clear that **effective legal representation** is fundamental to a fair trial. Examples of cases heard include and involve:

- 1** > [Lack of information to allow a child to properly understand the right to access a lawyer.](#)
- 2.** Ill treatment in police custody
- 3.** Lack of representation at the first interview
- 4** > [Infringement of due process because of lack of effective legal representation](#)
- 5.** Rights of the defence
- 6.** Access to legal representation during detention-case needed.
- 7** > [Representation of children in family cases.](#)

BACK

Violence Against Women Course

- Our great 2nd challenge was presented to us at the end of 2016.
- 1st meeting took place recently, here in Strasbourg.
- The course is now being structured around the listed topics in order to produce storyboards, layouts, etc.

The questions discussed during the 1st meeting:

1. What is the **structure** of the course?
2. How many **modules** does the course have?
3. Who is responsible for each module?
4. What is the **duration** of each module?
5. What is the **main objective** of the course? And what are the specific objectives of each module?
6. Who is the **target audience**?
7. What will be the **strategy** of the course? It will be based on comic books, video, activities?

And other... it was the role of each SME to work on these answers and of the **consultant to provide with guidance, practical hints and tools for the SME to prepare their work**

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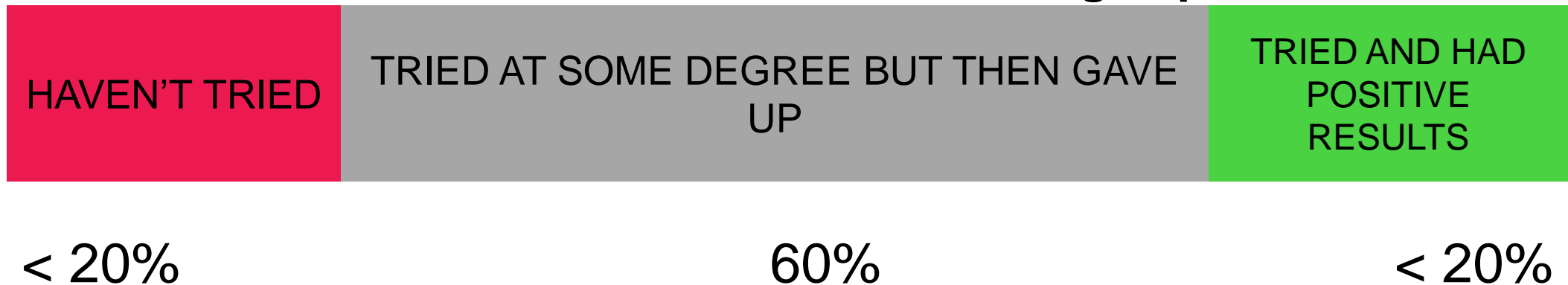
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Learning Transfer & Evaluation

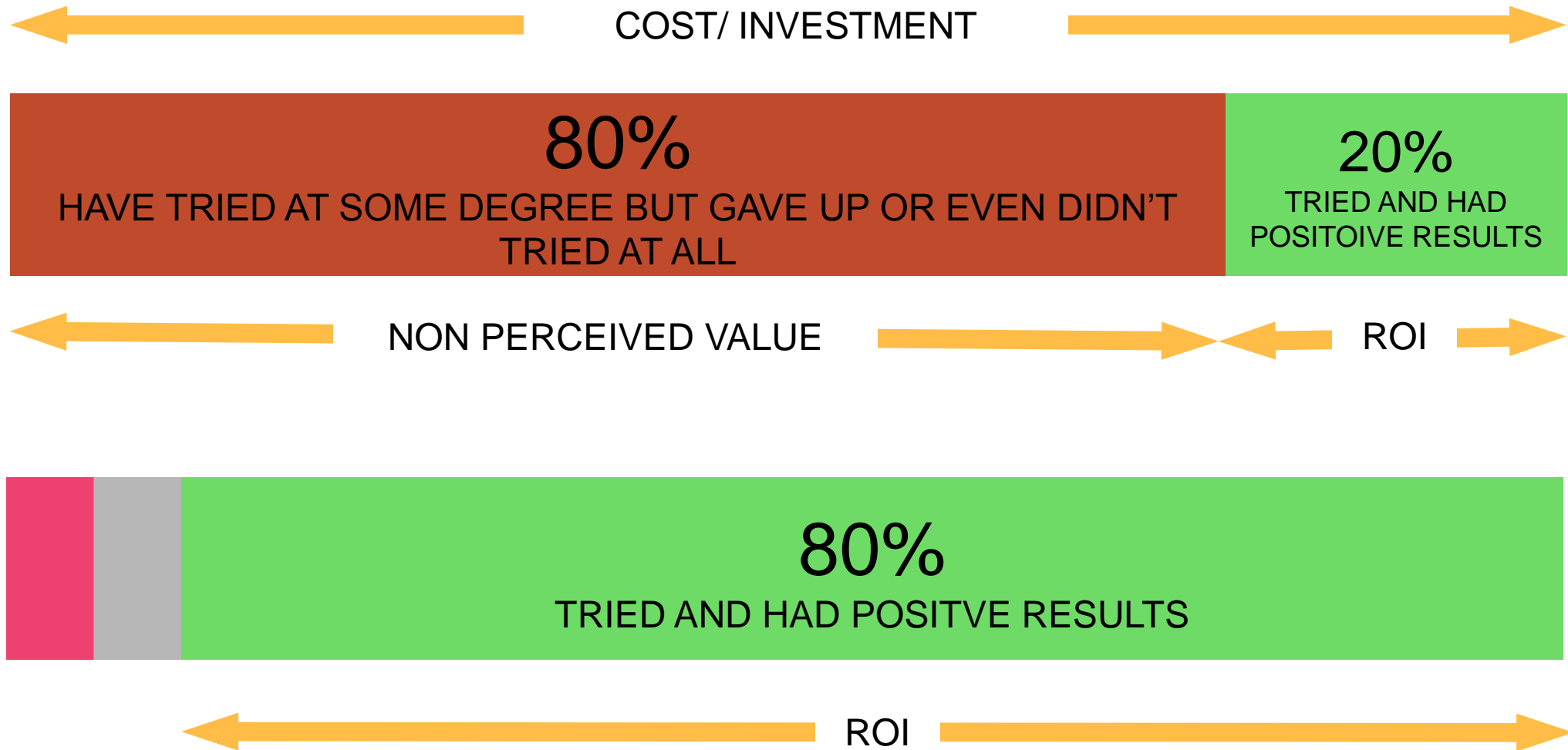
Learning Transfer: The Challenge

What percentage of learners actually apply what they learn back at their work places?

Predictable Distribution of Learning Impact



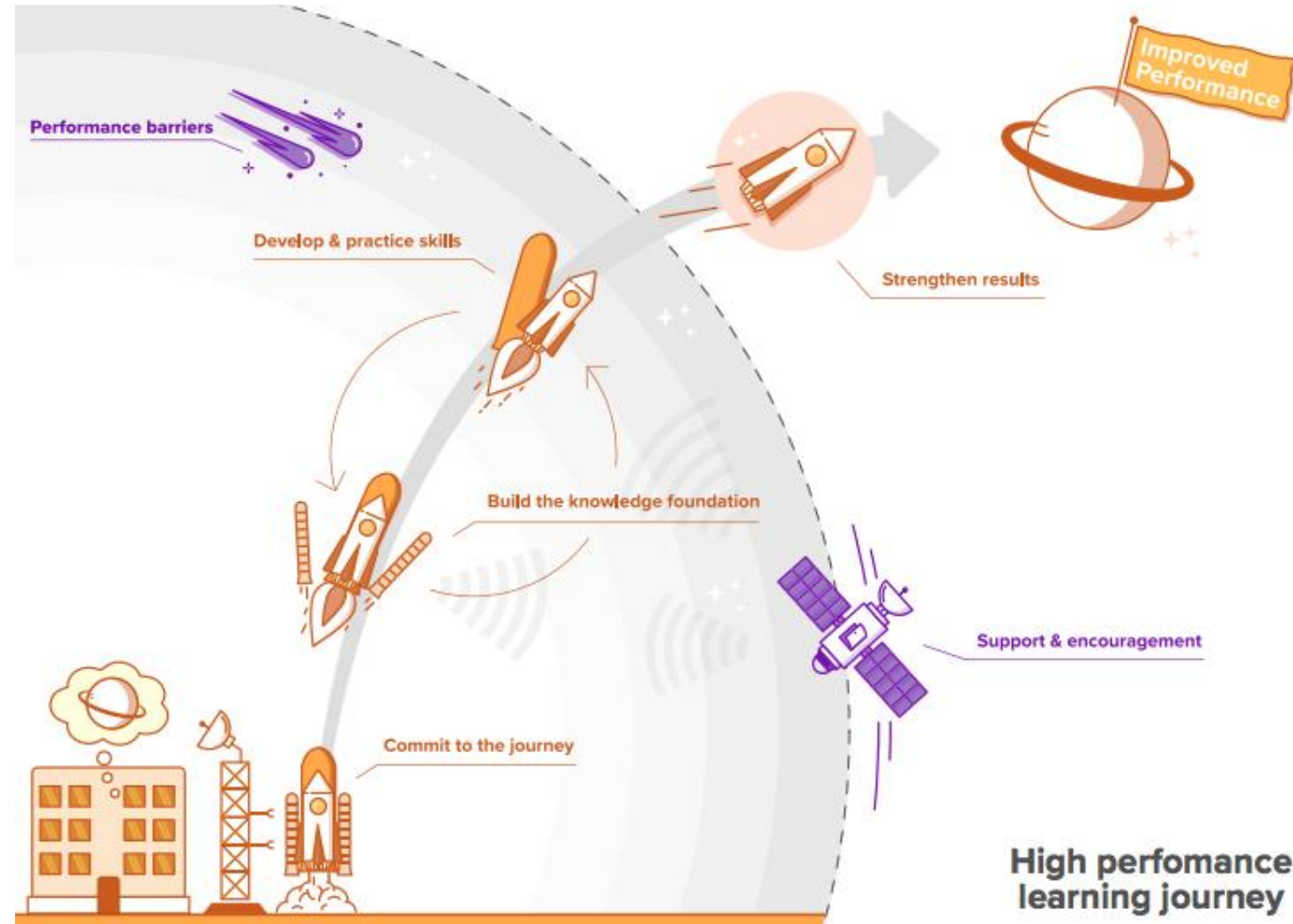
Learning Transfer: Impact Distribution



Learning Transfer: Design a Learning Journey

What is a learning journey?

- A structured learning experience that aims to provide knowledge and skills that a learner will need to use in their daily work in a sustained manner in order to bring about improved performance.
- A high performance learning journey addresses and incorporates a balance of four core elements:
 - Committing to the journey,
 - Building the knowledge foundation,
 - Developing & practicing skills and
 - Strengthening results



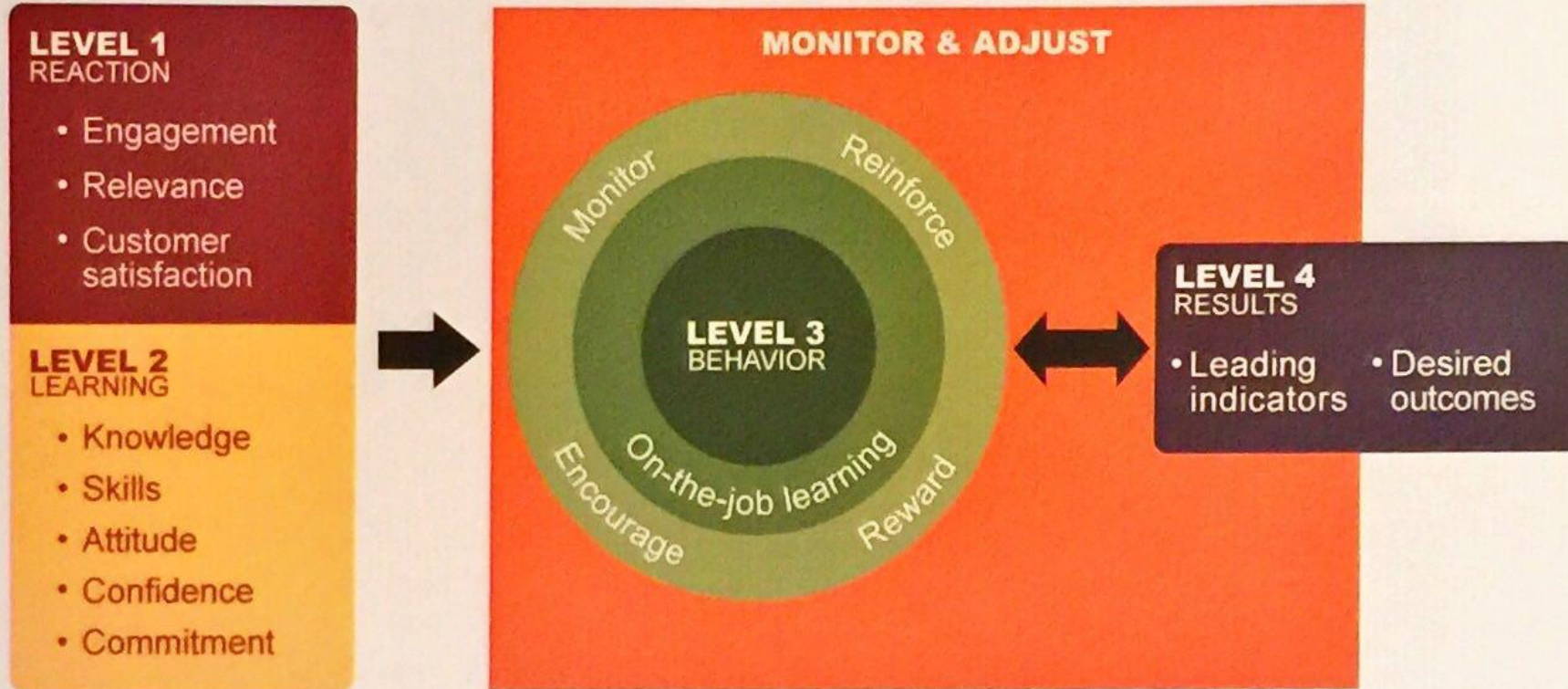
**High performance
learning journey**

Developing a Program Performance Map

LEARNING GOALS	APPLICATIONS	OUTCOMES	ORGANIZATIONAL GOALS
What knowledge or skills will the trainee need to acquire in order to be able to successfully demonstrate new / improved behaviors on the job?	What different / improved behaviors should the trainee demonstrate on-the-job as a result of training?	What trainee job results should the training help to achieve?	To what organizational, divisional or business unit goals should the training contribute?

Kirkpatrick Instructional Design Model

THE NEW WORLD KIRKPATRICK MODEL



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