The International Training Centre of the ILO
http://www.itcilo.it

e-Learning Experience
THE ILO TRAINING CENTRE

- Training of ILO constituents and partners
- On all main issues of ILO concern
- In 8 working languages
- On campus, in the field and at a distance
- 400 courses a year
- 8,000 participants from 170 countries
4 Sectors / 11 Training areas

RIGHTS AT WORK
- International Labour Standards
- Human Rights

EMPLOYMENT
- Employment & Skills Development
- Enterprise Development

SOCIAL PROTECTION
- Social Security
- Occup. Safety & Health
- Working Conditions

SOCIAL DIALOGUE
- Social Dialogue
- Workers’ Activities
- Employers’ Activities

DELTA (Learning Technology)
Management of Development
GENDER EQUALITY
OBJECTIVES

- To provide access to knowledge on ILO subjects
- To provide up-dated information in the fields of ILO concern
- To provide technical advice from an international/global perspective
- To facilitate the integration of organizations and participants into a global development network in all fields related to the ILO concern
TRAINING MODALITIES

- Face-to-face residential courses (campus)
- Face-to-face courses in the field
- Group study tours
- Individual fellowships
- Distance learning (paper-based)
- E-learning courses
- Pre- & post-training activities (internet)
TARGET POPULATION

- Managers and professionals in governmental organisations (Labour and Social Affairs)
- Leaders and representatives from employers’ and workers’ organizations
- Judges and personnel belonging to labour courts
- Managers and professionals from NGOs, universities and other private non-profit entities
COMPETENCY-BASED APPROACH

COMPETENCIES

ASSESSMENT TOOLS

TRAINING MODULES
<table>
<thead>
<tr>
<th>SUBJECT AREA (MAIN PURPOSE)</th>
<th>FUNCTIONS</th>
<th>UNITS</th>
<th>ELEMENTS</th>
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**TRAINING MODULES DESIGN**

For each competence unit:

<table>
<thead>
<tr>
<th>LEARNING OBJECTIVES</th>
<th>PRE-REQUISITES</th>
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<tr>
<td>SUMMATIVE LEARNING ASSESSMENT</td>
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<tr>
<td>DETAILED CONTENT</td>
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**DETAILED DESCRIPTION OF ALTERNATIVE TRAINING STRATEGIES**

Including:

- training/learning structure and the use of time
- the way in which the information will be presented (methods & media)
- participants’ practice and follow-up
- participants’ guidance and motivation strategy
- learning assessment strategy (formative)

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For each element of competence:

- **TESTS (QUESTIONS)** to assess theoretical background 
  (based on knowledge indicators)

- **EXERCISES** to assess practical knowledge and performance 
  (based on performance indicators)
COURSE DESIGN

By using the described competency-based paradigm:

**TAILOR-MADE COURSES**, in response to specific demands, by:
- selecting the competence units to be used as a reference
- selecting the training modules according to the identified units
- selecting the appropriate training/learning strategies according to the characteristics of the target group and the training learning resources available.

**OPEN COURSES**, in response to generic demand, by selecting competence units, training modules and appropriate training/learning strategies, according to a previously defined scenario regarding the training needs, the characteristics of the target group and the resources available.

In both cases, personalizing learning according to participants’ individual needs through the previous use of the assessment tools database.
COURSE IMPLEMENTATION AND EVALUATION

- Extensive use of ILO specialists and external experts (content specialists)
- Implementation according to design is assured by an ITC training manager supported by a highly specialized training team
- Course evaluation is undertaken in different phases:
  - participants’ expectations satisfaction (at the end of the course)
  - learning assessment (in ODL and selected F2F courses)
  - follow-up for participants/institutions (6 months after the course)
  - impact evaluation, 6 to 12 months after the course (sample)
FROM F2F TO ODL

Why ODL?
- Accessibility based on training flexibility (openness) and the use of new technologies
- Scale economy

Constraints
- Access to technology
- Limitations regarding affective and psychomotor skills
- Reluctance of trainers
- Diversity of cultural patterns

Focus
- Learning assessment
- Participants’ motivation
- Investing in basic/generic skills
- Investing in metacognitive skills and learning strategies
- Sharing ODL and F2F approaches
- Combining ODL with technical co-operation activities
The decision of using Internet for a specific training/learning activity is taken within the training design phase:

- information transfer
- coaching and orientation
- practical exercises and feedback
- learning assessment
- communication among participants

The use of Internet may or may not be decided, according to:

- learning objectives/content
- participants’ level and experience
- accessibility to Internet
- trainers involved
- economic feasibility
Training in the ILO Centre is addressed mainly to developing countries of the world. Most of these countries are still at a very low level of connectivity to Internet.

In order to avoid technology-based discrimination in relation to these countries, the Centre is investing in developing appropriate training and communication technology that will enable the use of ODL approaches.
Training in the ILO Centre is addressed to all countries of the world and refers to a target population responding to a huge variety of cultural patterns and professional backgrounds. For this reason, the Centre’s e-learning experience includes different patterns for the use of Internet:

- **As a complement to F2F courses**
  - presenting information to participants before and after a F2F training activity
  - creating and moderating post-course discussion forums
In ODL training activities

- presenting online self-learning materials to participants and supporting them in the understanding of concepts
- presenting complex exercises to participants and providing them with support and feedback
- providing guidance and orientation and supporting participants’ motivation
- creating and moderating discussion forums (asynchronous)
- assessing learning online

In developing the required LMS and learning platforms the ILO-ITC uses its own expertise in the following areas:

- technical related content
- training technology
- web design
- computer applications
At present, 5 operational e-learning activities in the following technical areas: local economic development, labour relations, international labour standards, occupational safety and health, equipment procurement (management of development).

Under development, the following e-learning courses: local employment initiatives, productivity, business development services, gender equality, competency-based training of trainers.

Use of pre- & post-training e-platforms as a complement to F2F training activities.
INTERNATIONAL CO-OPERATION AMONG TRAINING ORGANIZATIONS

- Exchange of experience and expertise
- Certificates and Diplomas
- The importance of knowledge for development
- The emerging opportunities for the less-developed countries based on the appropriate use of communication technology
- Synergies between the world of education/training and the world of work
- Synergies between the academic world and the world of training