BLENDED   **LEARNING INNOVATION**

REVOLUTIONIZING TRADE UNION TRAINING

EMPOWERING WORKERS IN BLENDED AND HYBRID LEARNING SETTINGS

21 OCTOBER – 22 NOVEMBER 2024
ONLINE (E-CAMPUS): 21 OCTOBER – 8 NOVEMBER 2024
ITCILO, TURIN, ITALY: 13 – 15 NOVEMBER 2024
ONLINE (E-CAMPUS): 18 – 22 NOVEMBER 2024

Information Note

International Labour Organization

ITC International Training Centre

BACKGROUND

Distance learning and digital tools don't just belong to emergency training situations. On the contrary, face-to face and distance learning activities, often facilitated by technology, can constitute a very effective blend for learning. However, even if we know ICT can boost learners' engagement, we don't often know how technology can help us to become more effective educators. Challenges lie in bringing all stakeholders together, ensure appropriate instructional support, support equity and inclusion.

In addition to this, the modalities definitions are a moving target, as the distinctions among them are increasingly blurred: *face-to-face*, *on-site*, *in-person*, *blended*, *hybrid*, *hyflex*, *online*, *remote*, *distance* and more. As educational technology evolves to meet the learners' needs in a hybrid world, the very concepts of **training location** and **mode** are expanding. The wide range of modalities available to educators today could be a powerful tool. With a **cross-modality approach**, it's possible to design learning environments that engage learners in multiple ways, speak to the needs of diverse groups of learners, align with a range of instructional goals, and remove geographic boundaries between learners and experts.

Recognizing the **significance of active learning** and the **evolution of how people learn nowadays**, the European Trade Union Institute (ETUI) and the International Training Centre of the International Labour Organization (ITCILO) have been actively organizing pedagogical workshops on active learning methodologies on a yearly basis for **Trade Union Trainers** and **Eurotrainers** employing a range of modalities, including face-to-face, online, and blended learning.

This training has been conceived to meet the challenge posed by hybrid and blended learning. Over the course of 5 weeks, learners will be guided in the development of blended and hybrid learning practices and strategies. By providing them with the necessary tools and techniques to implement active learning in blended or hybrid settings, these initiatives contribute to the continuous improvement of educational practices, ultimately benefiting learners and promoting effective knowledge consolidation.

WHAT TOPICS DOES THE COURSE COVER?

This course is designed to help understand the benefits of blended and hybrid learning. As a participant, you will find out how to use technology more effectively to support learners both in blended and hybrid environments, and understand how to better embed it in your learning strategies.

Below please find a list of topics that are covered in this training:
- Definitions of blended and hybrid learning
- Models that underpin blended and hybrid learning
- Digital technologies available to support blended and hybrid learning and the role of digital technology in making training and learning more flexible
- Collaboration in blended and hybrid learning
- How to design a blended and hybrid learning activity

WHAT IS THE COURSE METHODOLOGY?

The training adopts itself a **blended and hybrid approach** by embedding the following dimensions:

1.   Project-Based Learning

By having a project-based approach, learners are promoted to think critically and solve complex problems.

2.   Flipped Classroom Blended Learning

The most widely known type of blended learning is Flipped Classroom. This training method focuses more on online learning rather than face-to-face learning, giving learners the freedom to approach tasks at their own pace. The learning materials are created, analysed and provided to remote learners to help them prepare for in-class active learning activities. This method allows learners to develop new skills such as time-management and critical thinking, whilst also encouraging a personalised approach to knowledge.

3.   In Outside-In Blended Learning

Learning starts outside the physical classroom, creating opportunities for learners to gain experiences online or within other learning spaces to then bring back to the classroom.

COURSE AGENDA

Week 1 21 - 25 Oct	Week 2 28 Oct - 01 Nov	Week 3 04 - 08 Nov	Week 4 11 - 15 Nov	Week 5 18 - 22 Nov
Visioning and connecting	**The blended and hybrid landscape**	**Exploring the blended and hybrid landscape through a Micro-Virtual Fair**	**Immersive exploration: bridging the gap at ITCILO Campus**	**Iteration and conclusion**
Platform Entry: Log in to our dynamic virtual platform to kickstart your journey. Update your profile and get to know your peers!	**Interactive Lesson:** Learn how to define and differentiate between blended and hybrid learning modalities.	**Virtual Fair Preparation:** Familiarize yourself with the virtual fair event format.	Meet in Turin your peers and tutors for a 2,5 days of **face-to-face immersive learning experience!** Participate in a hackathon to create a collaborative Checklist for designing and delivering blended and hybrid learning activities.	**Iteration:** Work with your peers to refine the Blended and Hybrid Learning Checklist.
Pre-knowledge Assessment: Check your basic knowledge about hybrid and blended learning.	**Go Podcast:** Listen to the Online Learning Revolution Playlist and make the best of the experience of other facilitators.	**Micro-Virtual Fair:** Take part in our Micro-Virtual Fair! Explore a wide range of solutions and resources for hybrid and blended learning events, engage with industry experts and peers, and gain valuable insights to inform your own practice.		**Final Plenary Webinar:** Pitch your Checklist for designing blended and hybrid learning and receive feedback from your peers and tutors.
Get started with the creation of your digital **"Personal Magazine"** that will accompany you until the end of the course.	**Scenario Based Assessment:** Immerse yourself in a practical scenario and test your knowledge.			**Digital credentials**
Vision Crafting: Share and explore with your peers your thoughts and perspectives on hybrid and blended learning.	**Reflection Activity:** Join your peers in the Forum and share your insights and reflections of the week.		**Reflection Activity:** Back at home, join your peers in the Forum and share your insights and reflections of the week.	**Satisfaction questionnaire**
Live Connection: Take part in the hybrid conversation from the ITCILO Learning Innovation Lab.		**Reflection Activity:** Join your peers in the Forum and share your insights and reflections of the week.		
Reflection Activity: Join your peers in the Forum and share your insights and reflections of the week.				

WEBINARS

Week 1 21 - 25 Oct	Week 2 28 Oct - 01 Nov	Week 3 04 - 08 Nov	Week 4 11 - 15 Nov	Week 5 18 - 22 Nov
• Tuesday 22nd Welcome Connection 10.00 to 11.00 am • Thursday 24th Hybrid Webinar 10.00 to 11.30 am	• /	• Wednesday 06 Virtual Fair 2.00 to 4.00 pm	• Wednesday, Thursday 9.00 am to 5.00 pm • Friday 9.00 to 12.30 am	• Wednesday 20th 2.00 to 3.30 pm

WHAT WILL I BE ABLE TO DO?

In this course, you will acquire a practical understanding of how blended and hybrid learning can help learners develop competencies such as autonomy, problem-solving, critical thinking, as well as a sense of self-efficacy. You'll discover the importance of being able to blend digital learning methods into your training, to help your learners become familiar with the digital workplaces they'll be joining.

The course will help you to:
- Develop a deeper understanding of blended and hybrid learning, and how to use it in their own teaching practices
- Get inspired by analyzing examples of different blends
- Get exposed to diverse ICT tools, apps, and/or platforms that can be useful
- Use new tools for learner-centred training approaches and competency-based education
- Design blended and hybrid learning activities

WHAT WILL I HAVE CREATED AT THE END OF THE COURSE?

At the end of the course, you will take home some **editorial materials** created in collaboration with your peers, so that you can share what you have learnt with your organisation and colleagues.

In particular, you will co-author the following products:
1. A **Checklist** for designing and delivering blended and hybrid learning activities which will be published in English and French and will be uploaded on ITCILO and ETUI websites.
2. **Visual infographics** representing the outline of hybrid and blended learning journeys.
3. A **digital "Personal Magazine"** which will serve as a mix of reflection journal to ignite notetaking and vision documents that you can share within your organization on how you envision blended and hybrid learning to take place.

WHAT ARE THE PARTICIPATION REQUIREMENTS?

1. Submit your digital "Personal Magazine"
2. Attend Webinar 1 (Week 1)
3. Attend the Micro-Virtual Fair (Week 3)
4. Attend the face-to-face workshop in Turin
5. Attend Final Webinar (Week 5)

WHO ATTENDS THE COURSE?

Colleagues working on training and development within their European Trade Union organizations.

WHO IS DELIVERING THE COURSE?

You'll connect with training professionals who understand the practical challenges of using blended and hybrid learning. This training is delivered by senior staff, advisors and consultants from ITCILO and ETUI.

IN WHICH LANGUAGES IS THE TRAINING DELIVERED?

English and French

WHAT CERTIFICATE WILL I RECEIVE?

Participants receive a certificate of Participation in digital credentials format.

HOW DO I APPLY?

To register for this course, please click on the following link and fill in all the fields required: https://oarf2.itcilo.org/CST/A9717621/en

After the selection procedure for candidates, if your registration is accepted, you will receive a notification.

INFO

COURSE CODE: A9717621