

InWEnt: Capacity Building International

Your Partner in:

**Human Resource and Organisational
Development in International Cooperation**

Tailor-made training solutions

Made in Germany with worldwide experience



Internationale Weiterbildung
und Entwicklung gGmbH

Mission and Tasks:

- **Human Resource and Organizational Development in International Cooperation**
- **Contribute to Sustainable Development**
- **Support Structural Improvement**
- **Strengthen Knowledge and Action Competence in Change Processes**

Purchaser and Partner:

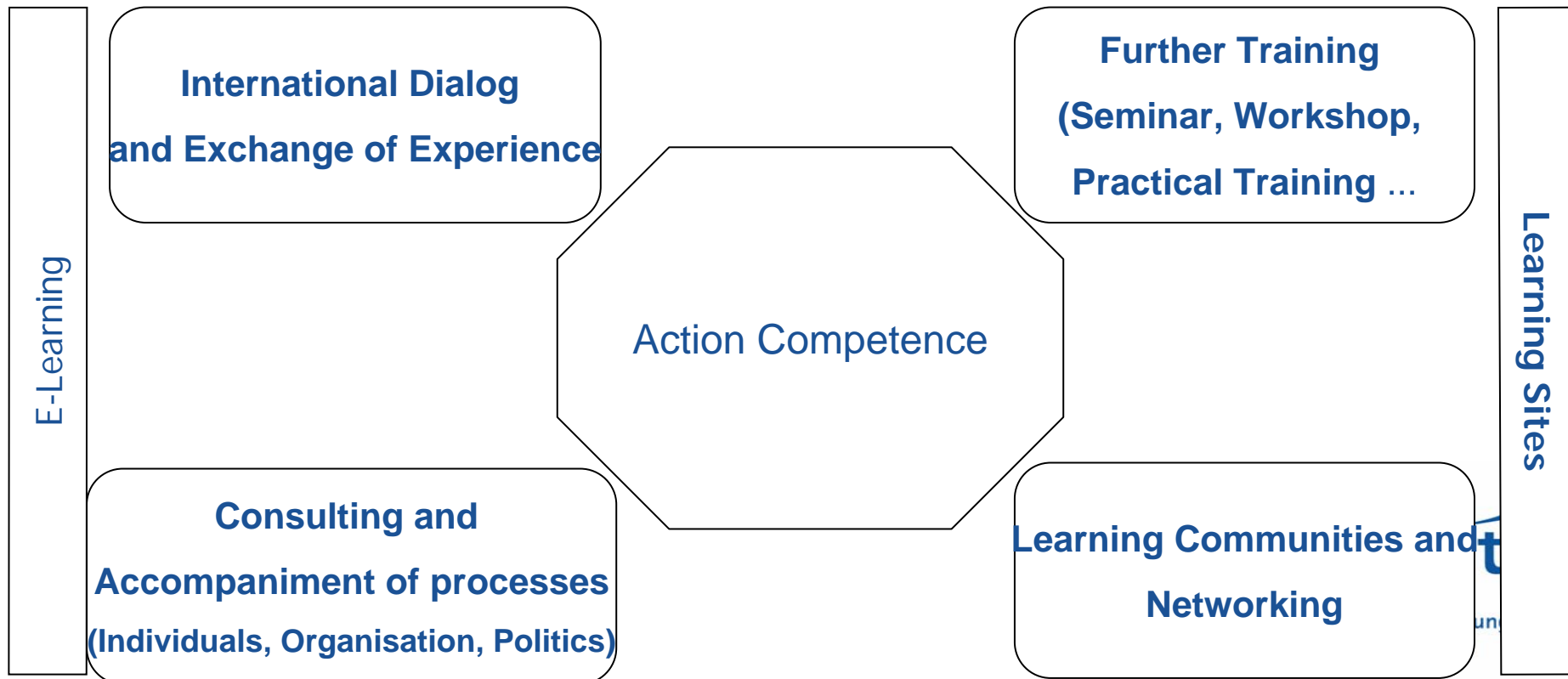
- **Ministries / Authorities of German Federal Government**
- **Federal States**
- **European Union**
- **Multilateral Institutions (Worldbank, UN, ILO, ADB etc.)**
- **Foundations, Organisations (DAAD, GTZ, KfW etc.)**

Facts and Figures:

- **Employees:** **about 820**
- **Locations in Germany and abroad:** **35**
- **Volume of Business:** **about €150 Mio**
- **Participants in Training:** **about 65.000**
- **Participants in on-line-courses:** **about 15.000**

Instruments:

Mix and long-term orientation



Focal Areas in TVET:

- **Vocational Training Policy**
- **Management in TVET / of Vocational Training Institutions**
- **Technology oriented Training of Trainers**
(e.g. metalwork, CAD/CAM, automotive, electronics, ICT, water-supply)
- **Development of Employment oriented Occupations and Curricula**
- **Educational Technology in Vocational Training**
- **ICT-based development of teaching and learning media**
- **Labour market oriented training concepts and networks**
- **Human Resource Development in Companies**

Our Focus:

Levels of TVET:

Target Groups

- ministries, vocational training institutions, chambers, associations, companies
- directors, planning experts, personnel planning experts, TVET consultants (promoters), curriculum development experts
- technical teachers, instructors, training experts

Levels



Instruments

- **dialogue** on systems of TVET, labour market oriented TVET
- **advanced training** in planning of TVET, upgrading of staff, occupational promotion, management of TVET institutions, curriculum development
- **training** in technical fields, vocational education, train the trainer

Capacity Building regarding e-learning:

Our approach to e-learning

Our resources and competences

Global Campus 21 and eAcademy

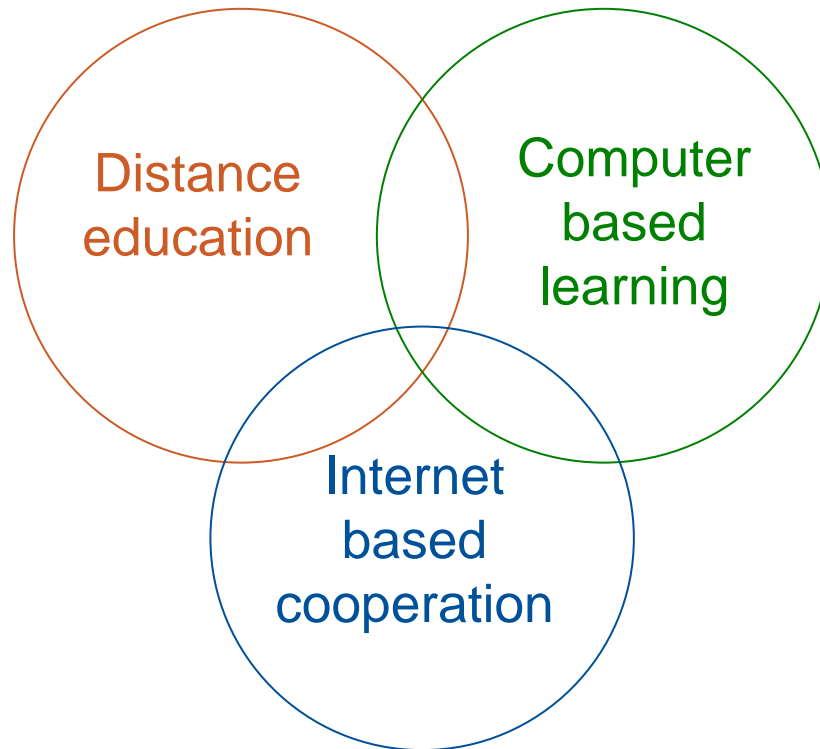
Services to offer

The E-Learning Capacity Building programme



What is (web-based) e-learning, what makes it attractive

- A combination of three things that have emerged independently:



- sharing their respective potentials.

What makes e-learning attractive

- E-learning, in comparison with classical training, can
 - reach more people, over longer distances, for a longer time.
 - increase efficiency by avoiding travels and reducing tutoring efforts (in relation to output).
 - foster learning success by adaptation to learners' time restrictions, learning speed etc.
 - improve quality by involving high-profile experts and state-of-the-art content, and by making activity more transparent.

Types of E-Learning, their characteristics

	Low tech. req's	Specific learning software can be used	Easy content maint.	Low tutoring cost	Learner tracking possible	Individual feedback and support	Group work and peer feedback
Self paced learning, offline	✓	✓		✓			
Self paced learning, online			✓	✓	✓		
Tutor assisted learning, online			✓		✓	✓	
Collaborative learning, online			✓		✓	✓	✓

Preferred practice in InWEnt's programmes
Often blended with face-to-face learning, field work and follow-up activities
Allows social and situated learning
Good motivation, low drop-out

Typical profile of InWent e-learning

Didactical Standard	High
Use of collaboration	High
Facilitation / tutoring	High
Multimedia utilisation	Within the feasible
Technical requirements	Typically low
Course production cost	Relatively low
Frequency of delivery	Demand oriented
Typical target group	Management, trainers
General practice orientation	High
Adaptation to institutional needs	High
Support for specific practical skills (speaking a language, operating a machine or a software)	Not typical
Support for social and managerial skills	High
Focus on exams and formal success assessment	Not extensive
Participative and customer-oriented project mgmt	Good

InWEnt's resources and competences



- **E-learning professionals:** didactically skilled and internationally experienced course designers and developers



- **Tools and methods:** for course production, readiness analysis, quality assurance



- a **Learning Platform:** the Global Campus 21



- **Courses:** online courses for a variety of sectors and regions, as well as cross-sector topics



- An **e-learning related training and capacity building programme**, which adds value to our sector oriented programmes and brings up a growing, active worldwide network of e-L experts

The learning and collaboration platform



<http://globalcampus21.inwent.org>

- Established in 2000
- One of the most active platforms in international development cooperation



Global Campus 21®

Facts and Figures



- More than 50,000 registered users, 9,000 new every year
- Currently 820 working environments for training and collaboration
- 20,000,000 pageviews per year
- 7 user interface languages 
Content and discussions in many other languages,
e.g. Portuguese, Swahili, Indonesian, Vietnamese, Khmer
- Rich communication options, easy to use
- Built-in authoring tools

More information:

See our public pages at gc21.inwent.org

Also try our permanently open course „Fit for GC21“
(login on GC21 with username **guest**, password
guest)

InWEnt's resources and competences



- **Professionals:** didactically skilled and internationally experienced course designers and developers



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Courses: overview



Online Courses on Global Campus 21®

An Overview / March 2009



Table of Contents

Series of courses on E-Learning Methodology	(19 courses)
GC21 <u>eAcademy</u> for Management and Leadership	(8 courses)
Series of courses on HIV and AIDS	(5 courses)
Series of courses on Health System Management	(3 courses)
Series of courses on Conflict Management	(2 courses)
Series of courses on Statistics	(8 courses)
Series of courses on Sustainability Management	(1 courses)
Series of courses on Sustainable Agriculture in the Andes Region	(4 courses)
Series of courses on Regional Economic Development	(1 courses)
Courses on various topics	(14 courses)
Courses for GC21 user training	(1 courses)
Courses on other servers	(2 courses)



Courses of the “GC21 eAcademy”

— Legacy:

Implementing Gender Mainstreaming
Conflict Management
Introduction to Project Management
Results Oriented Monitoring

Knowledge Management
Competence in Decision Making
Consultancy as a Professional Option



— New from 2009:

Operations Management

Process Analysis
Basics of Change Management
Basic Introduction to Quality Management
Knowledge Management

Economic Analysis and Business Decisions

Market Analysis
Organisational Analysis
Time Management
Setting Targets & Priorities
Competence in Decision Making
Consultancy as a professional option

Financial Management

Financial Planning
Business Plan
Corporate Financing & Fundraising

— more planned ...

Further information:

See website gc21.inwent.org/eacademy

Also try our permanently open demo course versions

InWEnt's tools and methods



- The E-Learning Reference Process (standard product cycle)
- Well-defined workflows, roles and tasks
- Quality assuring mechanisms to be attached to all process steps
- Detailed authoring guidelines and checklists. Storyboard-based production process

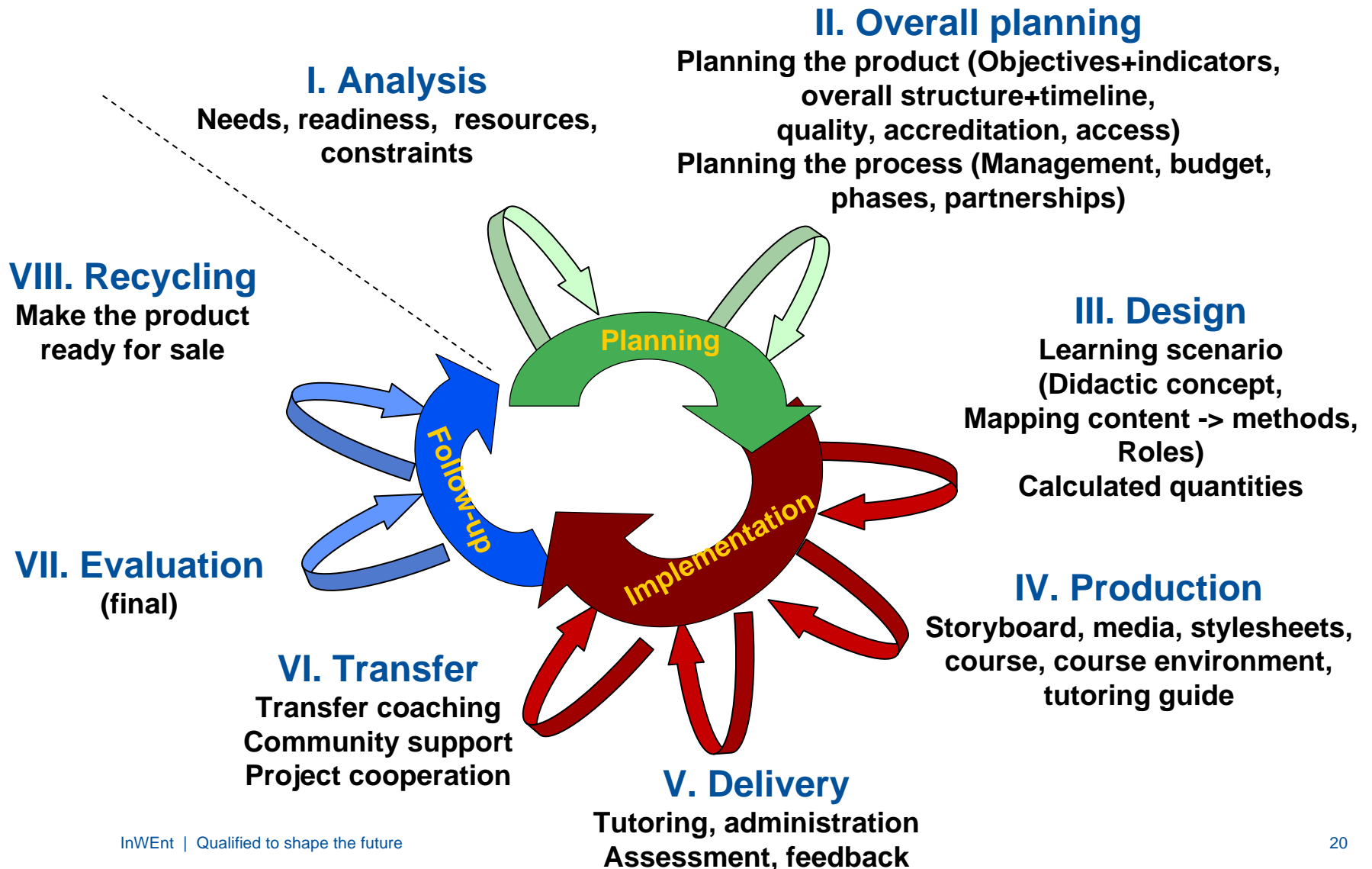
Two alternative course production tools to choose from:

- "CoSo" storyboard converter with subsequent online editing. Proprietary technology with high skills requirements and rich output.
- Open-source tool "eXeLearning" for full offline editing. Poorer output, but easy to grasp, and accessible to everybody

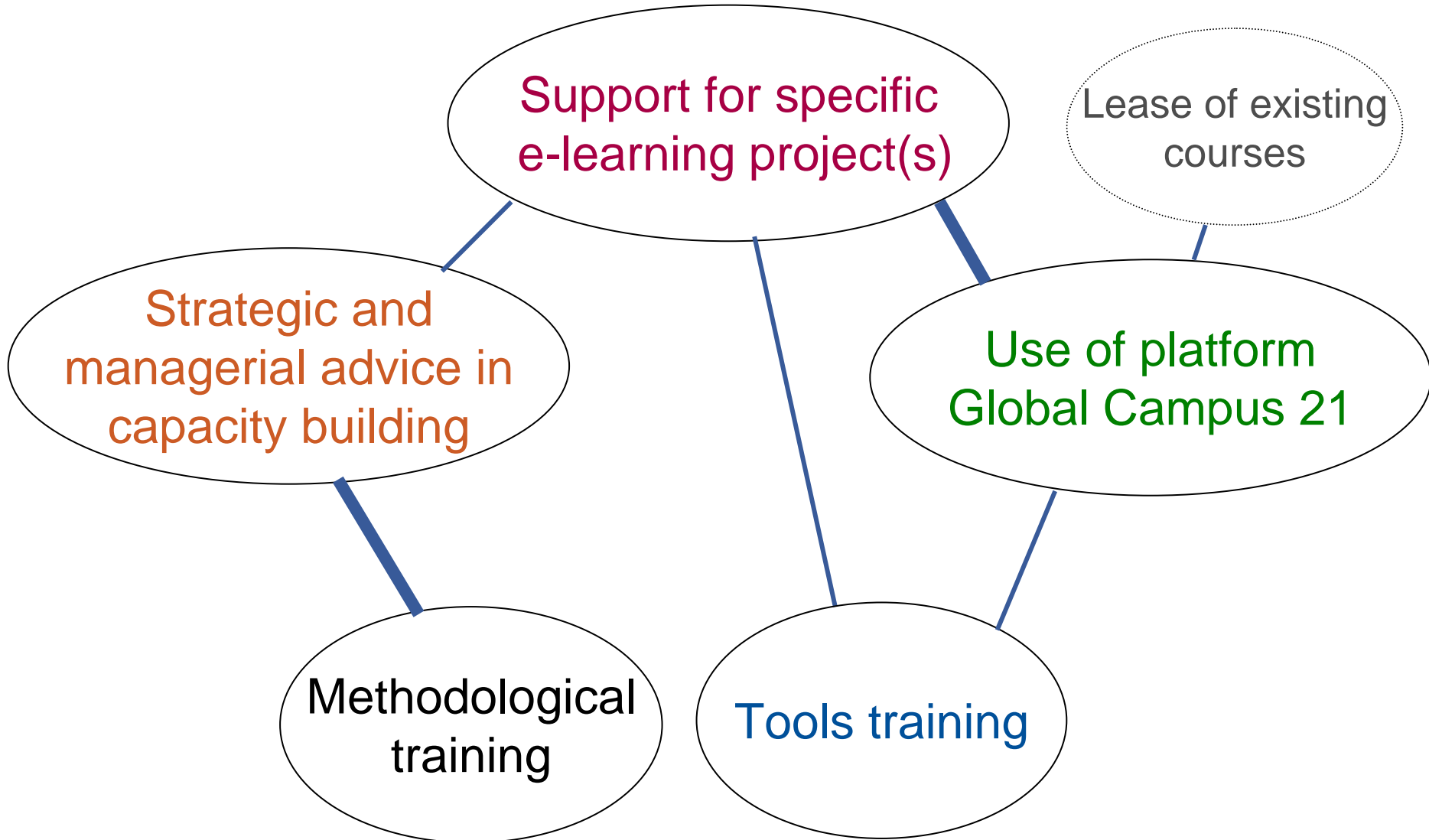
time2know
Content Solution



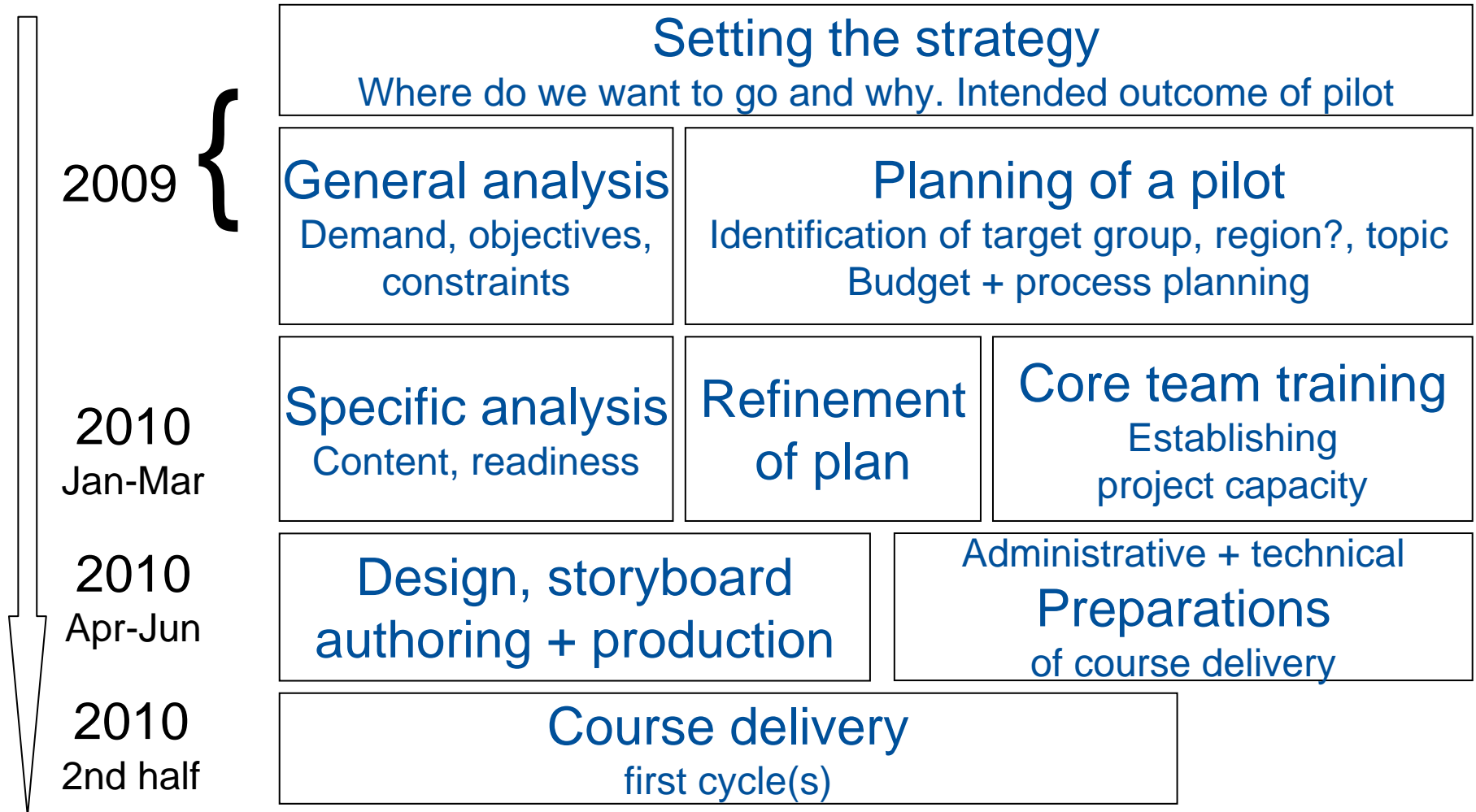
The Product Cycle (Reference Model)



What we can offer our customers

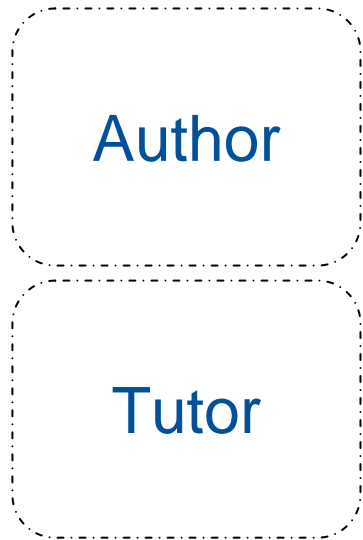


— Sample project outline (for an Indian customer)

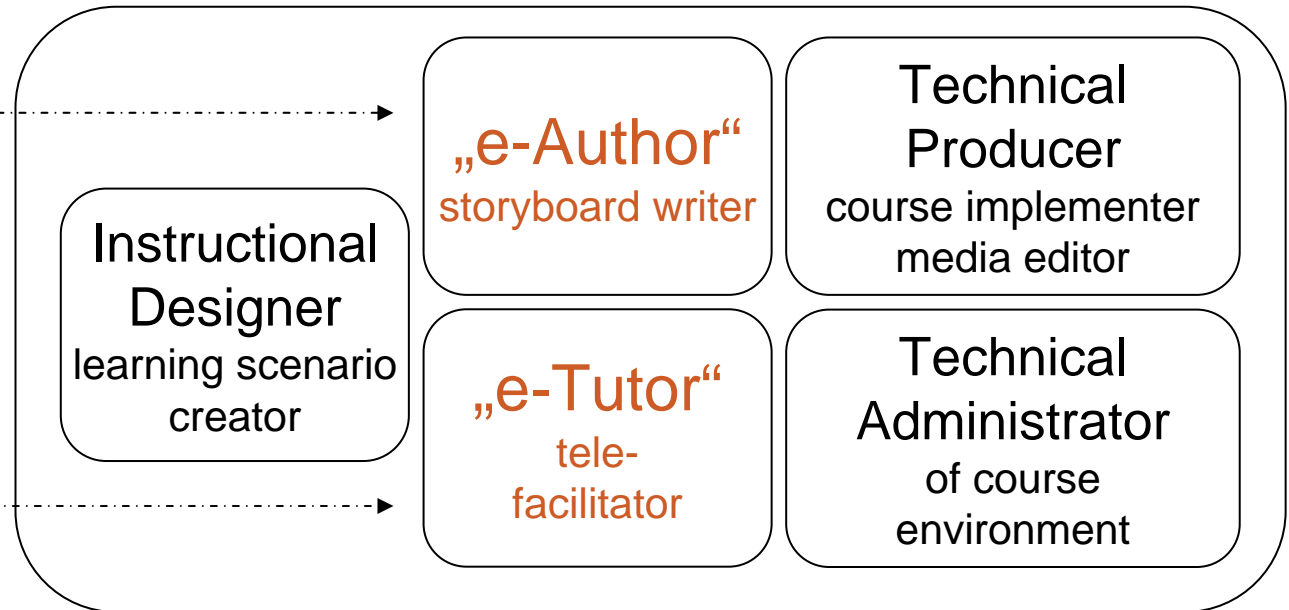


New and modified roles in the training business

Traditional roles:



New roles:



→ Team work required, to be steered by (your)

Project Manager

InWEnt's programme "Capacity Building for E-Learning"



- Regular long and short courses on **e-learning methodology**, passed by > 1000 participants
- Targeted support for team and institution building
- Promotion of a worldwide network of competence groups
- Partners are licenced to re-deliver the courses in their respective institutions / countries
- Focus regions: Africa, South East Asia, Latin America, Central Asia, Caucasus.



More information:

Try our permanently open course „E-Learning Strategy“
(log on GC21 with username **guest**, password **guest**)

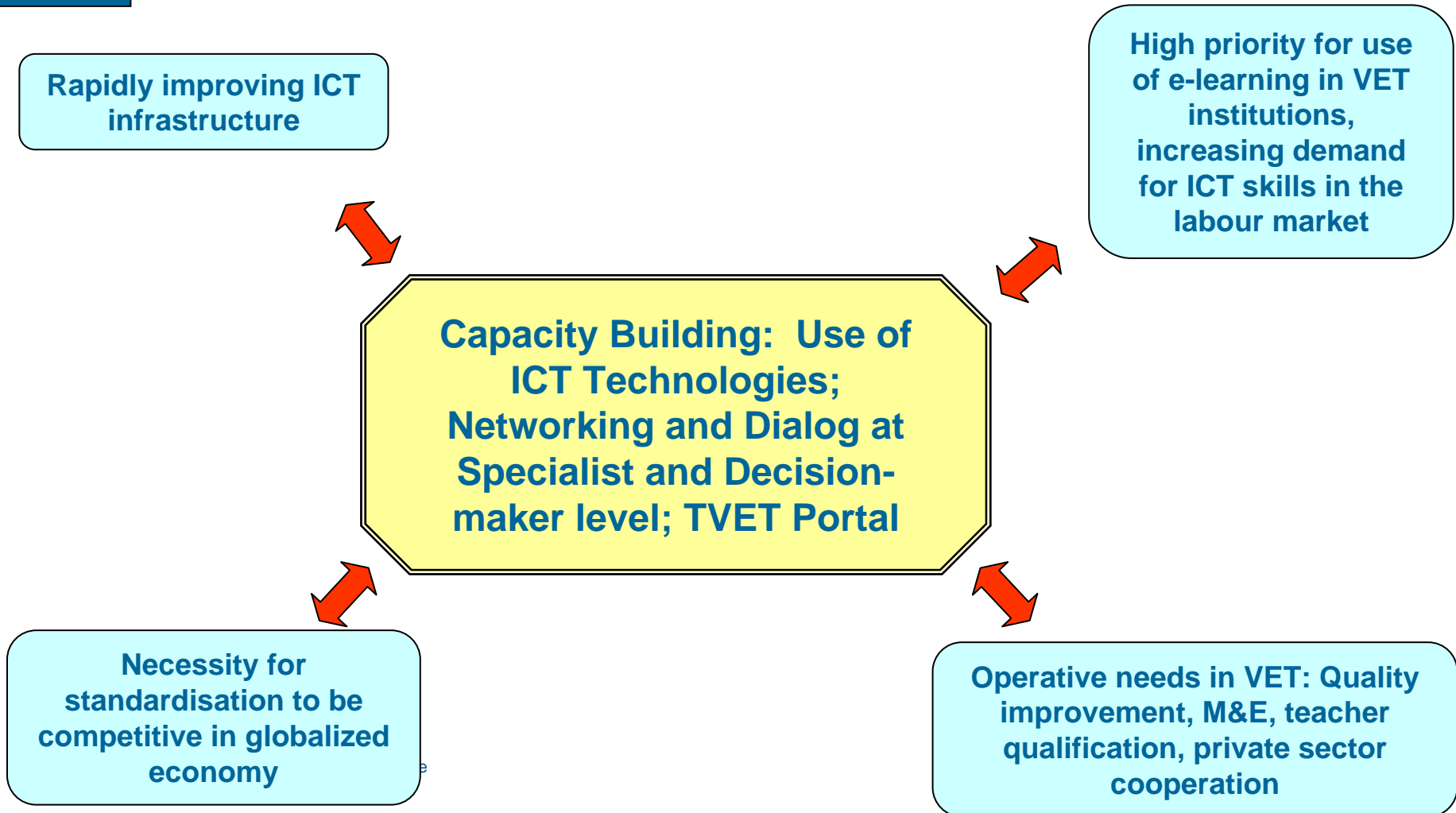


Additional Examples of Capacity Building in ICT Application in TVET through Training:

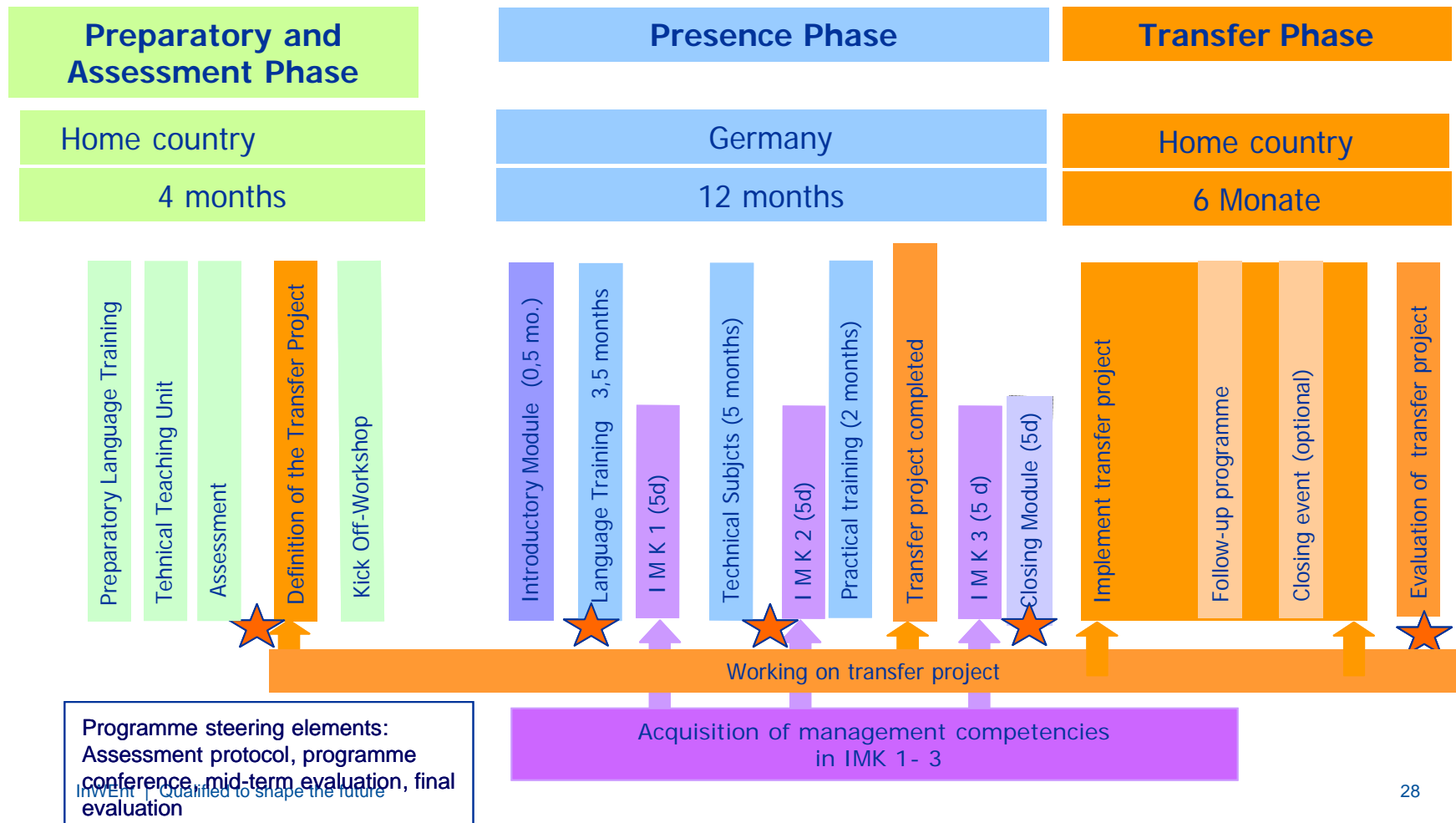


ILT International Leadership Training ICT and E-learning Management (Arab Region)

Starting situation



Programme overview



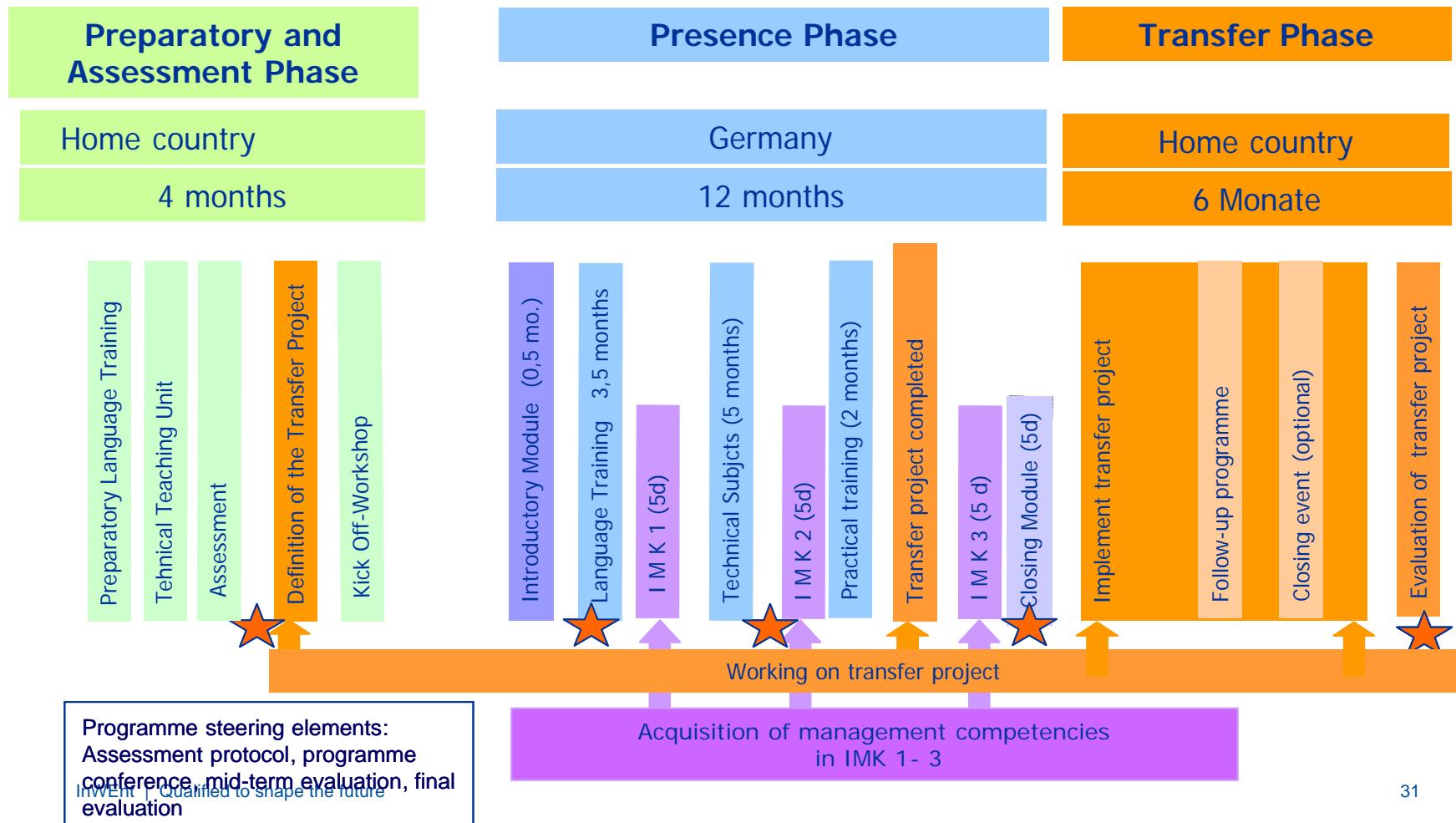
Contents of the Training

- Training on technical subjects:
 - • IT systems
 - • Network based IT systems (Windows, LINUX)
 - • Network relevant hardware
 - • Database management systems
 - • Object oriented programming
 - • Internet applications (HTML, Java, PHP)
 - • Methodological and didactical fundamentals of E-Learning
 - • E-Learning content development
 - • E-Learning project management
- International management competence courses (4 weeks in total)
- In service apprenticeship (6 weeks)
- Transfer project development



ILT International Leadership Training ICT based Development of Teaching and Learning Media in TVET (Southeast Asia Region)

Programme overview



Contents of the Training

- Introduction into media didactics
- Methods of (modular) Curriculum Development
- ICT based Development of teaching and learning media:
 - • Developing of learning material using text processing systems, spread sheets and presentation programmms
 - • Vector and online graphiks as elements of multimedia
 - • Electronic media (CD-Rom, DVD, etc.)
- Using Internet as means of teaching and learning
- Elaboration of elearning-sequenzenes
- Theorie and practice of production of teaching videos

Thank you for your attention !

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