ETUI EDUCATION

DIGITAL LEARNING AND TRAINING

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The ETUI started developing support material for the trade union movement in the early stages of the COVID19 crisis.

With specific regard to Covid-19, ETUI is focusing on the workers' perspective. The Covid Social Impact platform is monitoring the social and employment consequences of Covid-19 in EU member states. In addition, and complementing the ETUC's Covid19-Watch briefing notes, we are collecting all measures conducted by trade unions, social partners, national governments, European Union institutions and international organisations. We have compiled a special timeline of events to specifically track and trace EU and member state responses to this new global crisis.

The ETUI is contributing to this effort by putting its expertise at the service of workers' interests at European level and by producing new and original content related to the global fight against the pandemic. ETUI Education is part of this support mission.

The new remote working realities are prompting us to accelerate our development of **E-learning.**

While we already had a strategic plan for broadening our e-learning offering, we now need to speed up its implementation and make new plans to cope with these challenges.

A digital approach to learning and training involves more than just updating our current e-learning courses: we intend to repackage some of our courses to be able to deliver them online, to create new courses and to develop new forms of training and learning. This digital plan will be combined with face-to-face courses as soon as they can restart.

While our ETUI learning approach is clear, the way we translate our pedagogy into new methodologies is to be adapted to these new forms of training and learning.

We view this crisis as an opportunity to "practice what we preach": strategic thinking, foresight and change!

1.   Our objectives

We already had a workplan for online training for 2020-21[1]. As a response to the new challenge, we intend to overhaul this plan to increase the range and volume of online learning activities as much as possible. This includes:

- increasing the frequency of existing courses
- accelerating the development of new courses
- creating new forms of online learning on new topics.

To achieve these objectives, the ETUI has chosen to continue to work with the external experts who have been supporting the Education Department in the development of its online activities. Their assignment has been extended to cover this new digital plan.

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1   This working document is complemented by the offer of support and development of the ETUI Digital learning and Training plan from our experts Dick Moore and David Jennings.

2. New forms of online learning experience

Self-paced courses

Following our discussions with our support experts, it seems that there may be scope to develop a series of short self-paced online courses in 2020. Each would have one education officer as course leader. Topics will be chosen according to the following criteria:

- they are relevant and appeal to a broad group of trade unionists from ETUC-affiliated organizations

- they are at introductory/beginner level

- the officers already have presentation material and are familiar with the issues

- the content is easy to maintain (for example, does not include lots of figures that vary from year to year)

The courses would be developed in English, but with the potential to be translated into other languages (using the approach we developed when translating the EWC course into French, Spanish and Italian).

It should also be possible to re-use these courses in other circumstances beyond 2020. This kind of online course format can be easily combined with future face-to-face activities, for instance as a preparatory activity for participants. This would allow ETUI Education to develop a structured blended learning offering.

Webcasts & webinars

We are experimenting with ways of using technology platforms and tools for live events to maximise pedagogical effectiveness. These include video-mixing from multiple sources (live presenter, slides, video, text chat stream, remote participants), and recording for people unable to attend online.

We believe that such platforms will enable us to present events for up to 1,000 participants. We refer to these as webcasts. Smaller events (50-200 participants) with more scope for interaction are referred to as webinars.

Further work needs to be done to make this a reality, including:

- finding topics that will appeal to large numbers, and attracting those numbers (marketing and communications)

- testing alternative formats and approaches to find out what is most effective for learning (pedagogy)

- identifying and testing technological interpretation solutions, thus making live events multilingual and accessible to a larger public

- checking the management and back-up options for the platforms, and ensuring that presenters and technicians have the necessary skills (technology)

3.   Training and support

To support the development of these new learning formats – self-paced courses and webcasts / webinars – we will need to train education officers in how to design and present them.

A: There will be an online training workshop where education officers can bring in their ideas for self-paced courses and webcasts, and where we will go through how to translate these into designs, scripts and plans. Where appropriate, we will of course use the technologies and approaches that we are designing.

B: every education officer will benefit from an ILO-ITC online training *E-learning design lab - coaching on methods, tools and latest trends*

Taking the form of an e-learning lab, this course focuses on contemporary instructional design models, e-facilitation and e-moderation strategies, e-assessment tools and technologies for increased involvement, online collaboration and communication, and e-learning quality assurance frameworks.

C: the administrative assistants of our ETUI Education Department will also be trained. We will start with a peer-to-peer training course on administrative support for online courses. Our expert's partners will also develop an online training webinar for the administrative support of webinars and other live sessions.

4.   Review of the plan

This plan will be constantly reviewed in line with the evolution of quarantine measures and the possible restart of in-house ETUI educational activities, possibly leading to adaptations of the volume of our digital learning& training plan implementation. Whatever the case, the plan is conceived as an integral part of our working programme and education strategy. Short-term activities are designed to fit in with the long-term development of our courses.

An extensive risk management process is in place to monitor the whole digital strategy.

5.   Schedule

This provisional schedule reflects the situation in early May. It is presented as an example of the strategy's current development and implementation. A definitive schedule of our digital activities will be communicated in July 2020.

Course or experience	Nature of change	Number of participants
April to July 2020		
EWC-English #8	Increase volume: this was originally planned for autumn	150
EU for Trade Unionists (self-paced)	New course, running for the first time	300
Intermediate Project Management	New course, running for the first time	50
English for Trade Unionists	Increase volume by recruiting a further tutor	300
EWC-Spanish #1	New course, running for the first time, originally planned for autumn	TBC
3 self-paced MOOC-style courses	Creating new high-volume courses to run from September, 6-8 learning hours each	N/A in this period
Webcasts (number to be confirmed)	Creating new form of online learning, capable of reaching mass audiences Webinars on demand for EWCs and ETUFs	up to 1,000 each
September to December 2020		
EWC-Italian #1	New course, running for the first time	100
EWC-French #2	To follow the first run, concluding April 2020	100
English for Digitalisation or Worker Participation	Previously planned provision	150
EU for Trade Unionists (self-paced)	As above, second run	300
4 online tutor-led courses	New courses under development and in partnership with national trade unions.	
3 self-paced MOOC-style courses	As described above, to run monthly, some in partnership.	up to 300 each
Webcasts (number to be confirmed)	As described above, and contingent on experience in the first phase	up to 1,000 each

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