

Blended Learning Program

Regional Capacity Development in E-Learning

DAAD – HRK

DIES – Cross-border Education and Development Co-operation

30.06. – 01.07.2005

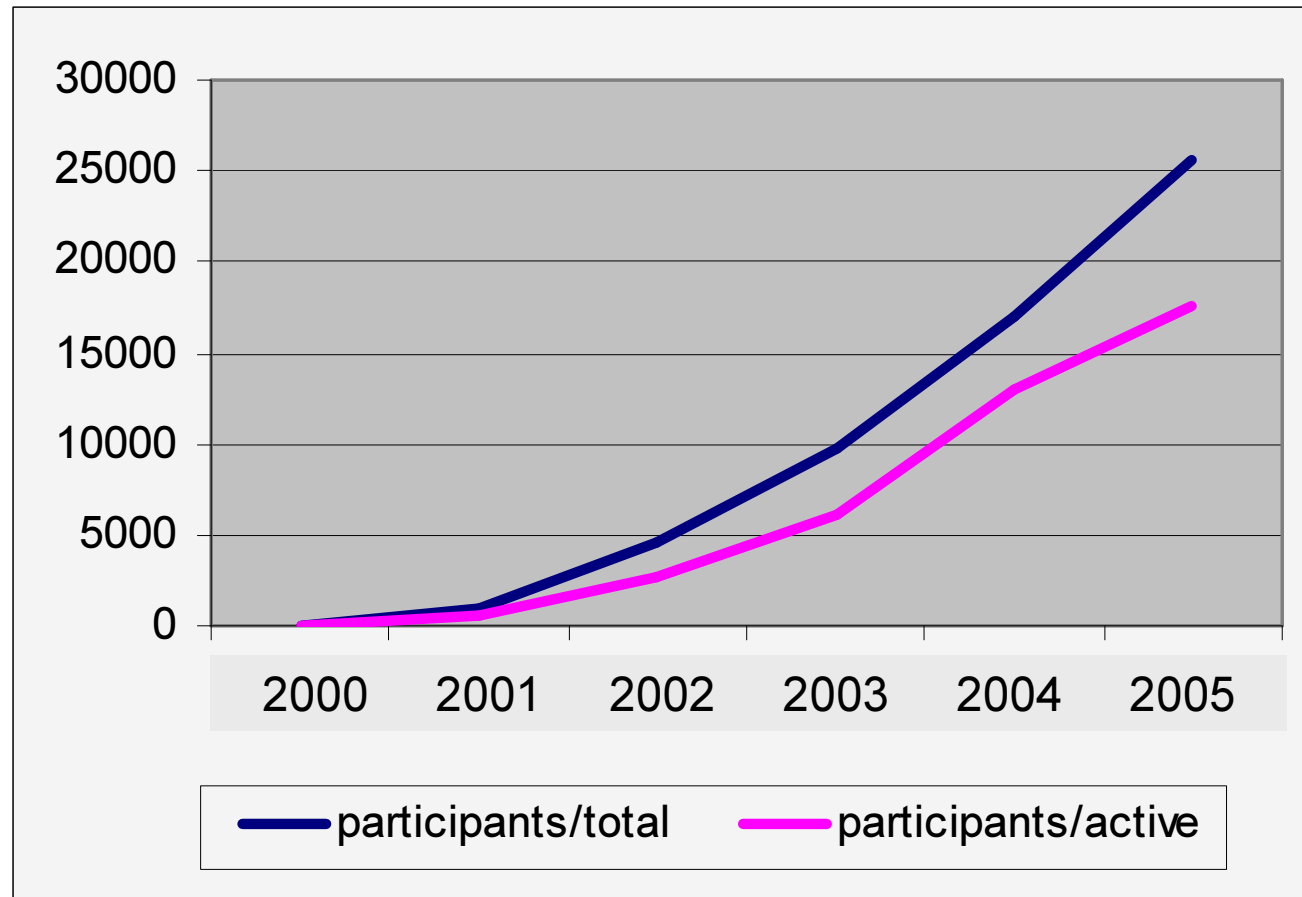
GSI, Bonn

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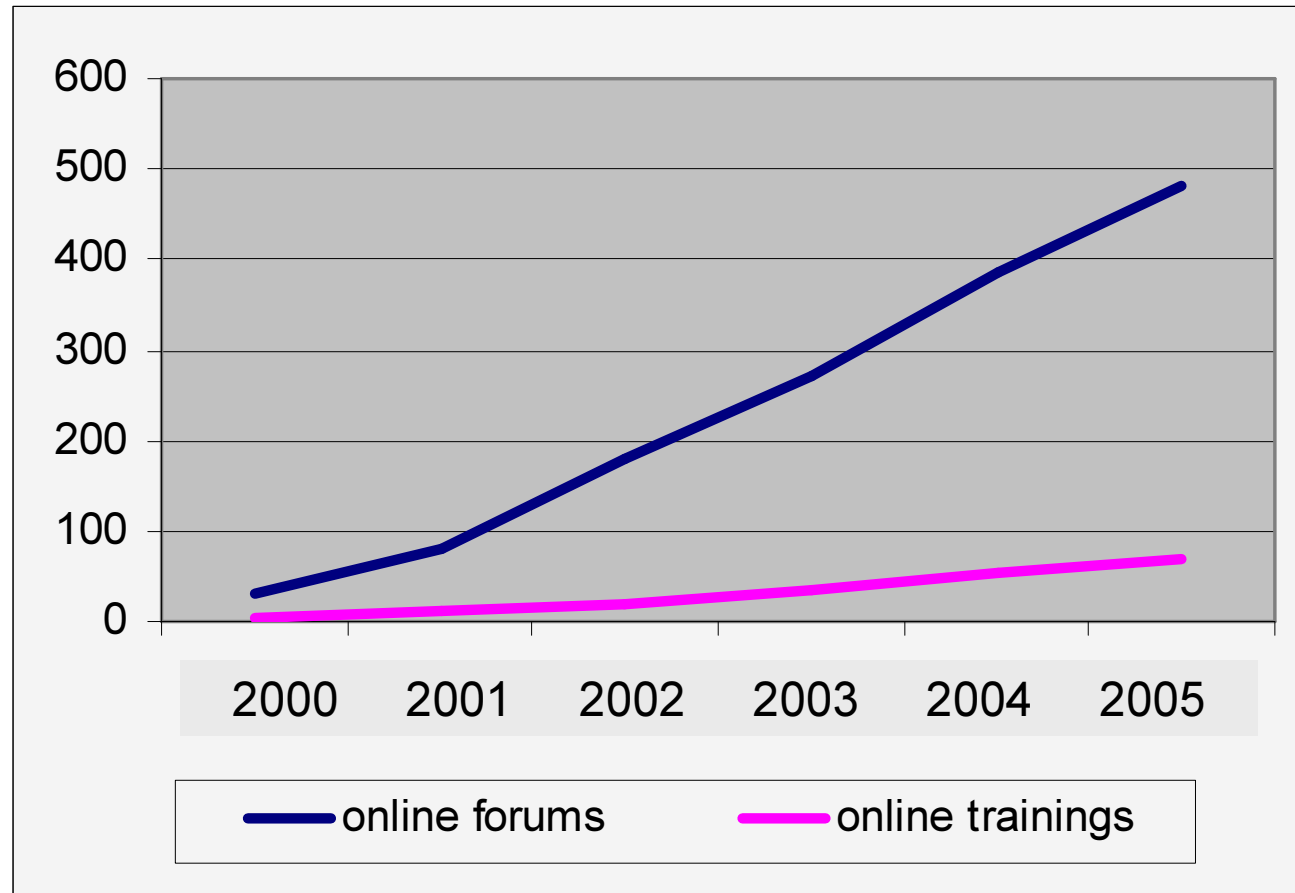
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development of total number of participants and number of active working participants



development of
number of online
forums and of
online trainings

Fields of Activity in E-Learning

■ Skills' Suite for Management & Leadership

- Project Management, Gender Competence, Conflict Management, Change Management, Decision Making, Consultancy as Professional Option, etc.

■ Professional Trainings

- HIV/AIDS Prevention, Management of Medicine, Watershed Management, Waste Water Treatment, Statistical Indicators, System of National Accounts, Corporate Social Responsibility, etc.

■ Regional Capacity Development in E-Learning

- eLDI – E-Learning Development and Implementation
- Modules: E-Learning Management, E-Learning Technology, Instructional Design, Content Development, Interactivity – Tutoring and Support of Virtual Communities ,,,

Background - Objectives

■ **Capacity development on all levels:**

- regional and/or country level, institutional level, personal level

■ Partnership in e-learning

■ **World-wide networked partners in e-learning**

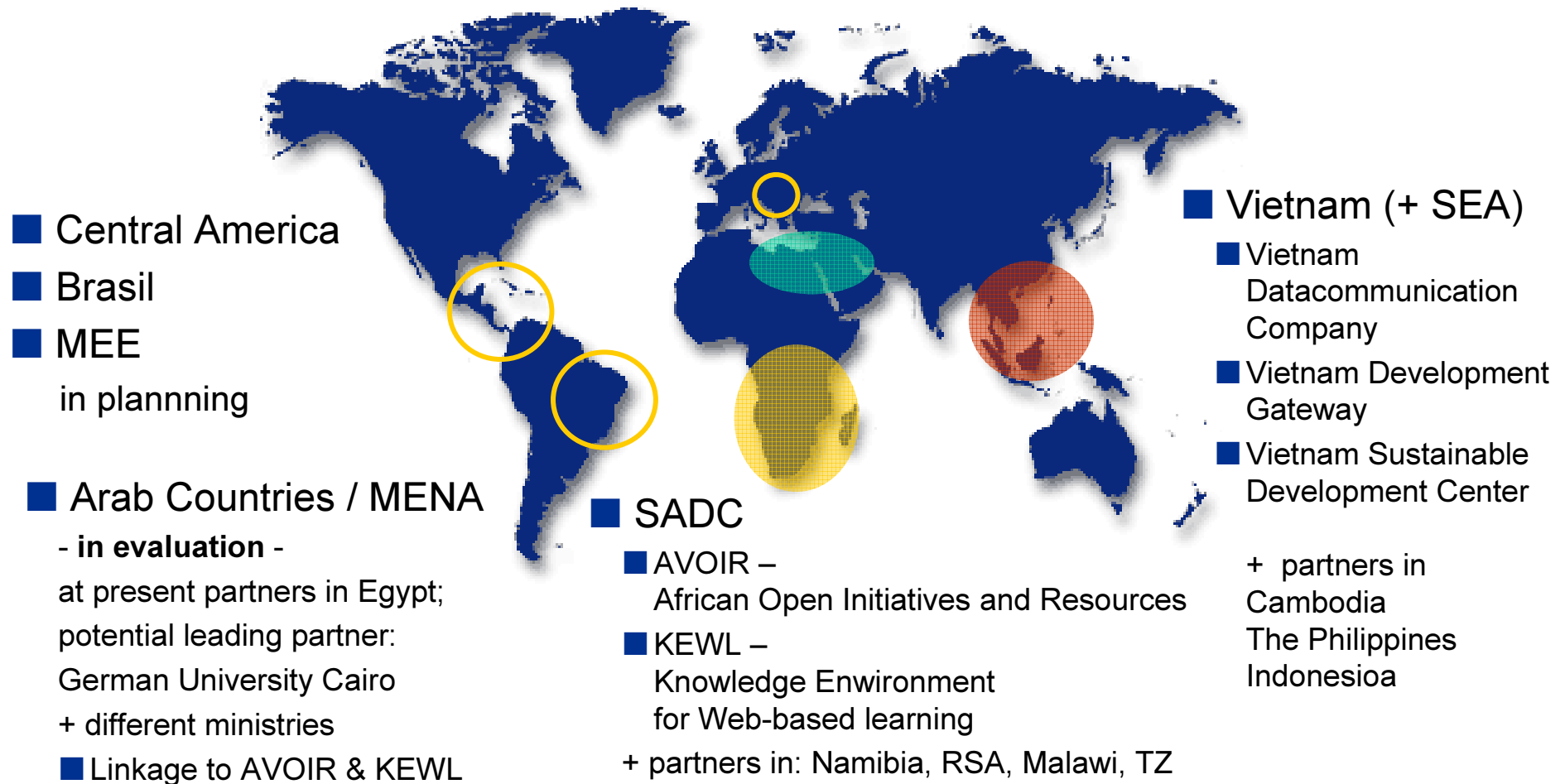
■ E-Learning (IT) Centers (eLC)

- Technological best equipped, independent centers, running their own e-learning environment and their own e-learning teams, but as well supporting other e-learning teams in the region.

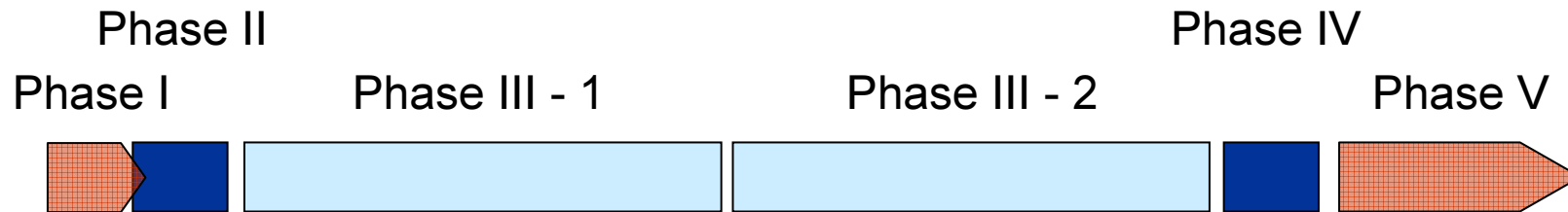
■ E-Learning Teams (eLT)

- (normally non-IT) Teams developing and providing e-learning content and tutoring and support in e-learning.

Regions - Partners



Structure and Components



Phase I (1-2 weeks): virtual preparation of all participants, computing skills, e-learning skills, treasure trail.

Phase II (1 week): f2f workshop in Germany – introduction, leveling of participants, agreement on objectives and assignments, working plans for virtual phases.

Phase III - 1 (4 months): online phase, basic modules (6-8 h/week)

Phase III - 2 (4 months): online phase, specialization modules (8-10 h/week)

Phase IV (1 week): f2f workshop in partner country – production workshop, development of prototype course, in depth workshops on specialisation topics, certification/final test

Phase V - 1 (up to 4 weeks): transfer phase, including transfer coaching

Phase V - 1 (ongoing): becoming alumni, active „networking“ of former participants

Realization and Results

- application and/or placement by partner institutions (e.g. GTZ)
- assessment, final selection of participants (mixing up of different professional backgrounds, gender balance, intercultural/regional aspects, ...)
- consent by superior, official statement to support the participant (training on the job, content of training embedded into or related to daily job)
- continuing facilitation, tutoring and coaching of participants, particularly during online phase (peer groups, scheduled chats, discussion forums, expert talks, virtual round tables, self-tests, submissions, ...)
- transfer of knowledge (transfer techniques are part of the final f2f workshop, online „transfer coaching“ for a certain time)
- training of some participants to become multipliers, future tutors, and program supporter as part of the professional alumni and the general alumni of InWEnt

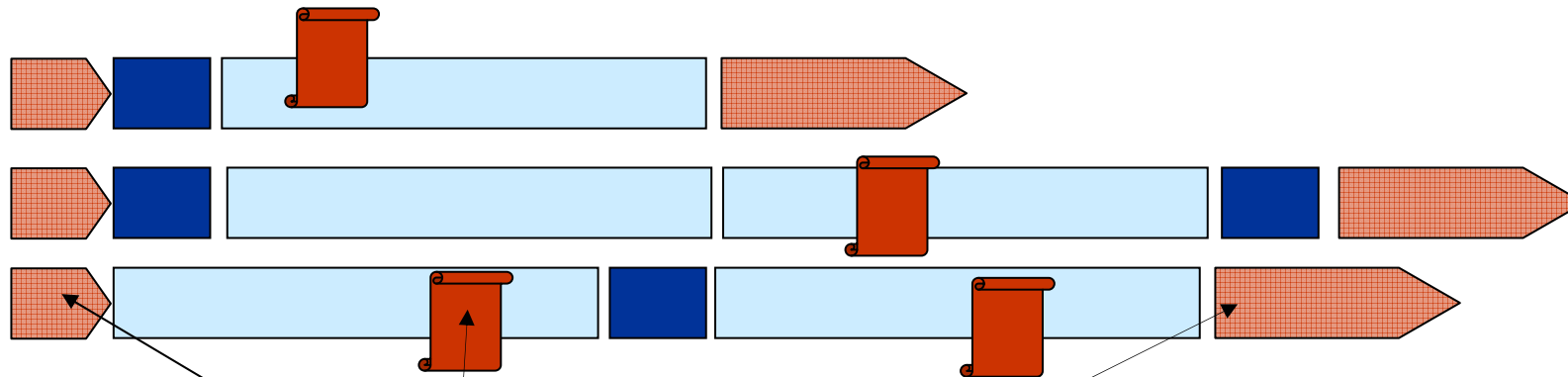
Realization and Results

- keys to success:
 - consent by superior
 - transfer support
 - continuing facilitation, tutoring and coaching

- decreasing drop-out rates
- highly motivated participants,
taking over roles as multiplier and supporter

- networked professionals as resources for programs in the future

Every InWEnt Program has got a Virtual Component



- different phase models of different running times
- all including a virtual preparation phase
- and a transfer coaching
- modularized cross-cutting learning content as an option to support professional customized learning modules
 - project management, gender competence, decision making, knowledge management, change & transfer management, language training, etc.

Thank you very much for your attention!

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