

Current trends in training 2005



Item Code FS 500003

Edition no 2

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2005 has seen **e – learning** come of age, **moderation** being put into practice, and a shift in focus away from training towards what **actions** it is that people need to be able to carry out.

E - learning

The hype, as well as the fears, surrounding e – learning is now largely a thing of the past. It is now being used widely throughout the UK as part of a learner centred blend of learning methods. It is now accepted that e – learning is a useful tool for imparting knowledge and understanding. It is also widely accepted that e – learning is not necessarily the best solution for all learning and learners all of the time.

We have continued to create e – learning CD ROMs for more of the modules, with new ones still being produced.

Moderation

The need for moderation is now accepted as good practice in large organisations with multiple providers of training. Moderation is the process of ensuring continuity of quality across a whole system.

In The Scout Association, moderation is simply the process of ensuring the quality of training across the scheme. Fundamentally this occurs in two ways, firstly through supporting local training and secondly through sampling of training outcomes.

It is training providers and Training Advisers at a local level who have lead the way in calling for national standards in Scout training. People need to be able to make comparisons to ensure that validations are being carried out to the right standard. It is important that everyone doing a

module achieves the same level of learning. This is done by ensuring that the validation criteria are being applied in the same way throughout The Association.

The National Moderation Panel and Regional Training Advisers exist to support Counties in their training provision. They form a link between local and national training. Local training providers now have access to information on national standards and how to achieve these, while information is also passed the other way from local trainers to a national level.

Action centred learning

There is now more focus on ensuring that training actually helps people to fulfil their roles than ever before. This is achieved through focusing on outcomes, rather than just whether a person has attended a specific course or not.

The Scout Association's Adult Training Scheme reflects this shift of emphasis towards focusing on outcomes and what individuals are actually able to do with their learning. It does this through the separation of validation and training. What is important is that a person has the required abilities, rather than what they have learnt or what training they have done. Previously acquired knowledge, skills and abilities can be taken in to account. Validation and training being separate allows people to complete only the learning they need to in order to gain the skills required.