2022 NHI HR LEADERS FORUM

2 - 7 NOVEMBER 2022
SEOUL, SOUTH KOREA

Forum Theme :

The Present and Future of Public HRD in an era of Transformation

Session 1 :

Elastic Application of Online and Offline Education

Title :

Hybrid teaching and learning through times of change:
a must or an effective option?

NATIONAL CENTRE FOR PUBLIC ADMINISTRATION & LOCAL GOVERNMENT

TRAINING INSTITUTE
EIRINI KYRIAZI
RESEARCH AND STUDIES
OFFICER

In our presentation we will discuss

- Who we are and what we do
- Characteristics of crisis
- Impact of the covid-19 pandemic on teaching and learning
- Hybrid learning: theoretical approach and practical application
- Priorities and challenges
- Conclusions

Who we are and what we do:

National strategic agent for the development of the HR
of the Public Administration and Local Government

National Centre of
Public Administration
& Local Government
(EKDDA)

National School of Public Administration & Local Government (ESDDA)

Educational unit with the mission of creating a body of specialized officials of the Public Administration

Training Institute (INEP)

Lifelong learning of the Public Amdinistration and Local Government officers through certified training on knowledge and skills

Documentation, Research, Innovation (ITEK)

Research unit of EKDDA with the aim to contribute to the production and promotion of innovative practices in the public sector

Four defining characteristics of crisis

-**specific, unexpected, and non-routine** events or series of events that create high levels of uncertainty and threat or perceived threat to an organization's high priority goals

-crisis is a progressive process of **transformation** where the old system can no longer be maintained. Therefore there is the need for **change**

Crisis Management

STEP 1	STEP 2	STEP 3	STEP 4
planing	training	response	recovery

Impact of Covid-19 pandemic on teaching and learning

Covid-19 caused a global teaching and learning crisis

School systems, institutions, universities have ceased offering face-to-face instruction ➝ conversion of an offline education system into a virtual class

But ...

at first we simply have not had the necessary development time

+

we carry explicit or implicit theories of learning

Adjust the way of teaching / learning to the changing situation

-Who to improve quality of teaching?

-What are e-learning innovative tools?

-Which models could provide participants with more choices?

-How expand online learning opportunities?

-What are the factors that may influence participants' hybrid learning?

Regarding EKDDA:
Use of Cisco WEbex Meetings, MS Team (Microsoft), BBB-Big Blue Button, Eclass, Moodle (Synchronous and Asynchronous online learning)
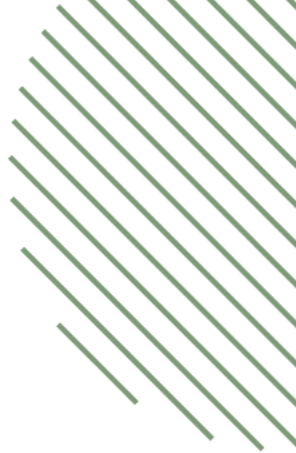
Regarding Training Institute
Our aim:
empower our trainers to teach skillfully online
make courses more engaging and learning more effective

Training Programs:
- Modern training tools
- Training the trainers
- Training the trainers on e-learning

19.500 participants	29.000 participants	40.000 participants
199 titles of educational programs	239 titles of educational programs	250 titles of educational programs (estimated number)
2020	2021	2022

Hybrid Learning

Concept

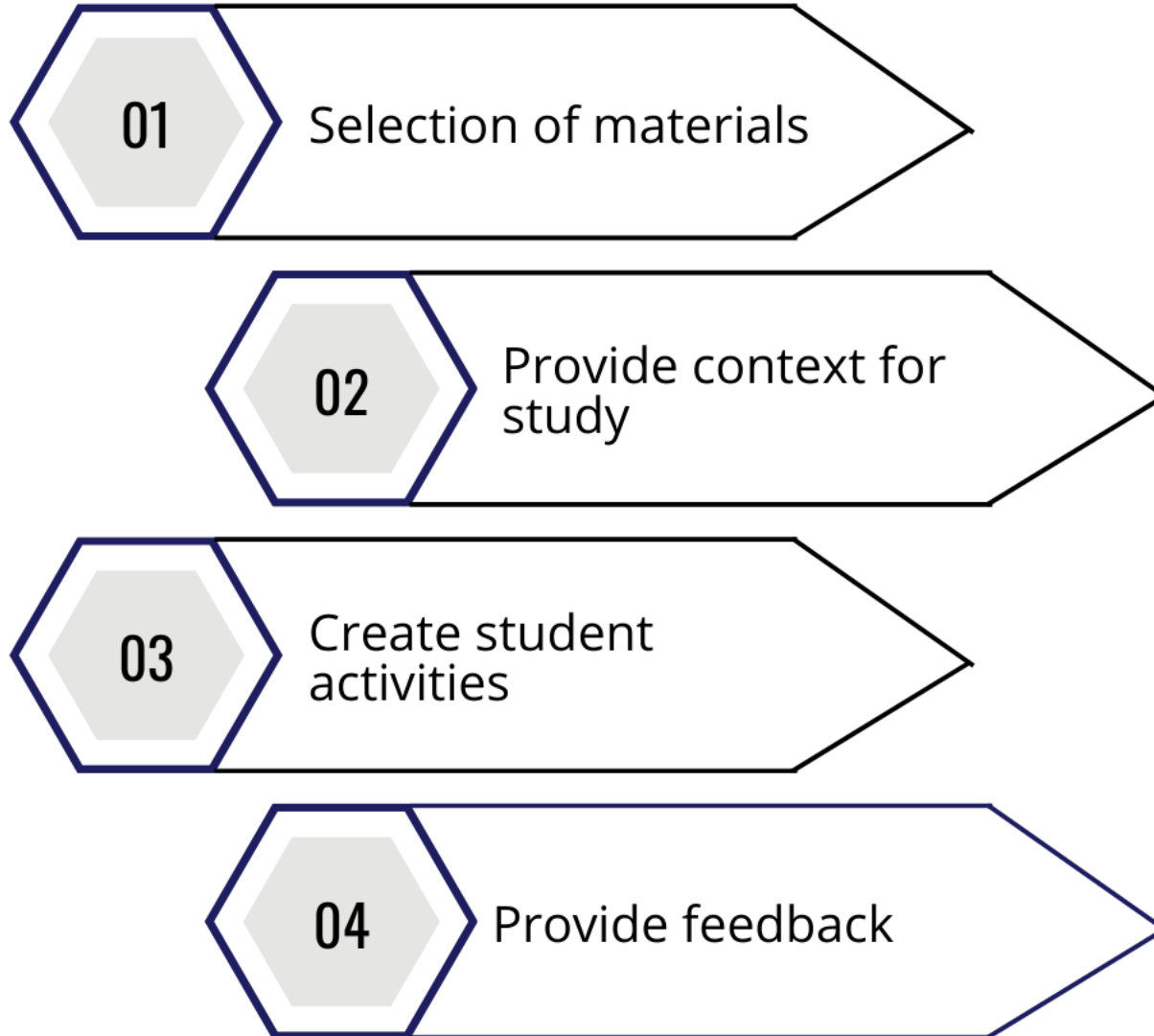Hybrid learning can be divided into three types:

- mix of different instructional modalities
- mix of different instructional methods
- an approach to education that combines online educational materials with traditional in-person classroom methods.

Benefits

- Better student engagement
- Variability for learners
- Increased interaction, flexibility
- Personalization and connexion
- Use of the abundant resources and materials on Internet

Online learning

01 Selection of materials

02 Provide context for study

03 Create student activities

04 Provide feedback

Competences

Creativity

Creativity enables people to purposefully produce new, original ideas, adequate to the situation they are being applied to. An essential dimension of creativity is built on analogical and divergent thinking and risk taking: the risk to be wrong!

Reimagining

Recommit to quality education innovating to adapt.

01.

Learning to learn

Learning to learn is the basic competence for lifelong learning. Learning motivation, learning strategies and orientation towards change.

02.

03.

Resilience

Resilient teaching is the ability to facilitate learning experiences that are designed to be adaptable to fluctuating conditions and disruptions.

04.

05.

Digital literacy

The ability to use information and communication technologies to find, understand, evaluate, create, and communicate digital information, an ability that requires both cognitive and technical skills.

Challenges

The question of the **added value** of education is the most important question in times of crisis.

Trainers with no prior online teaching experience

Internet connectivity

Covid-19 pandemic has undoubtedly asked a lot from all of us

Challenges

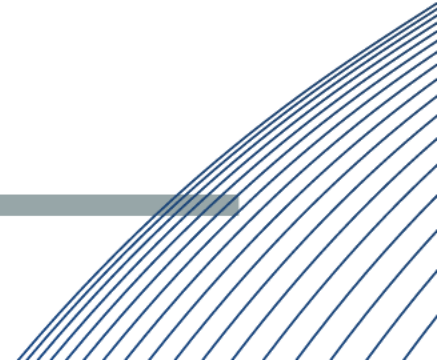The vicious cycle of innovation

Erosion of interpersonal skills

Challenges

Soft skills:
- Ability to cope with uncertainty
- Ability to plan and think strategically
- Information and communication technology skills
- Wllingness to learn and accept responsibility

Transversal skills:
- Innovation
- Responsiveness to change
- Mentoring
- Problem solving

Conclusions

- Create a resilient culture
- Train the teachers in skills
- Create motivating lessons

and... hybrid learning can be an effective option...