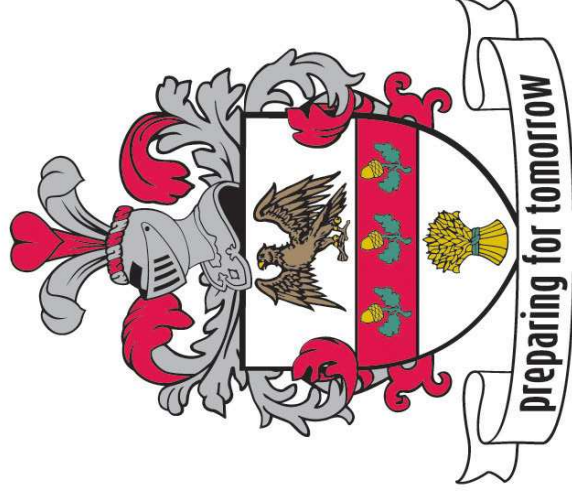


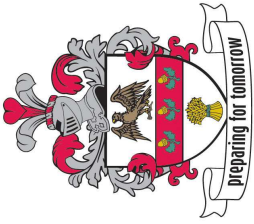


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The well-rounded educator
– myth or reality?

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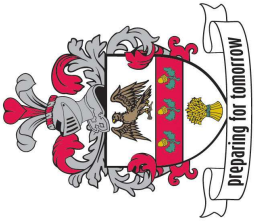
Well rounded educator

- Accreditation v certification
- Educator or trainer
- Maintaining performance
- Competency Frameworks
- Simple way forward
- WIIFM?



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Common factor?

- Titanic
- Tsunami
- The typical IT project.

All disasters can be traced back to lack of skills!



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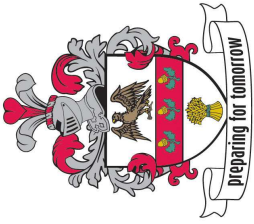
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Terminology

- **Certification**
 - The formal recognition of an **individual's** skills measured against a set of established competencies
- **Accreditation**
 - The formal recognition of an **organisation's** operation and business processes as complying with recognised best-practice and operating within an established **Code of Practice**

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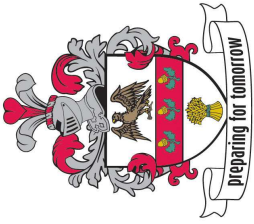
Performance Improvement

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- Improved **Individual Performance** through increased Skills and Motivation.
- Improved **Organisational Performance** through improved processes and effective culture

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Analysis



Design and
Development



Production



Delivery



Feedback and
Review



Areas addressed

The

Developer
(Certification)

The

Organisation
(Accreditation)

The

Trainer
(Certification)

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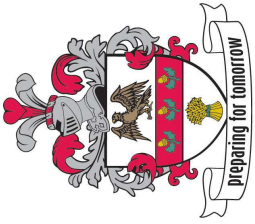
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?



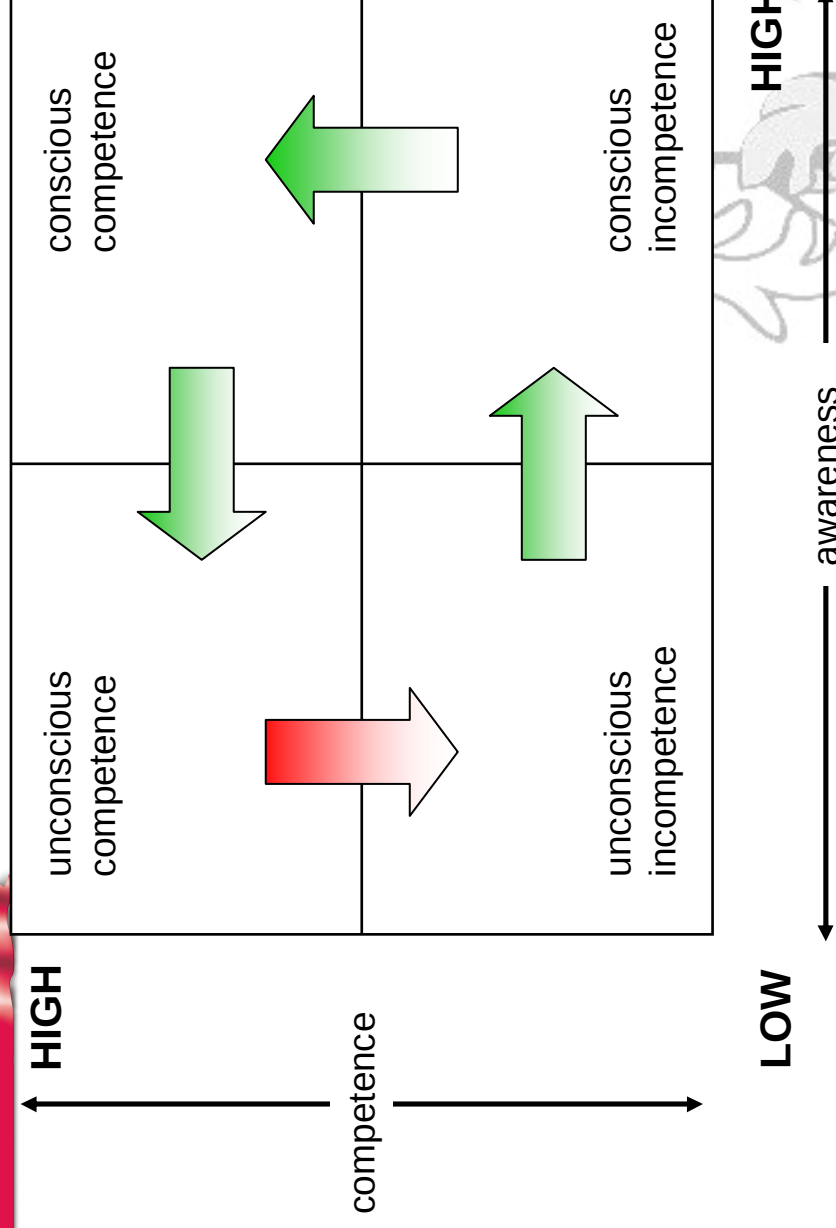
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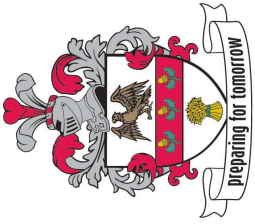




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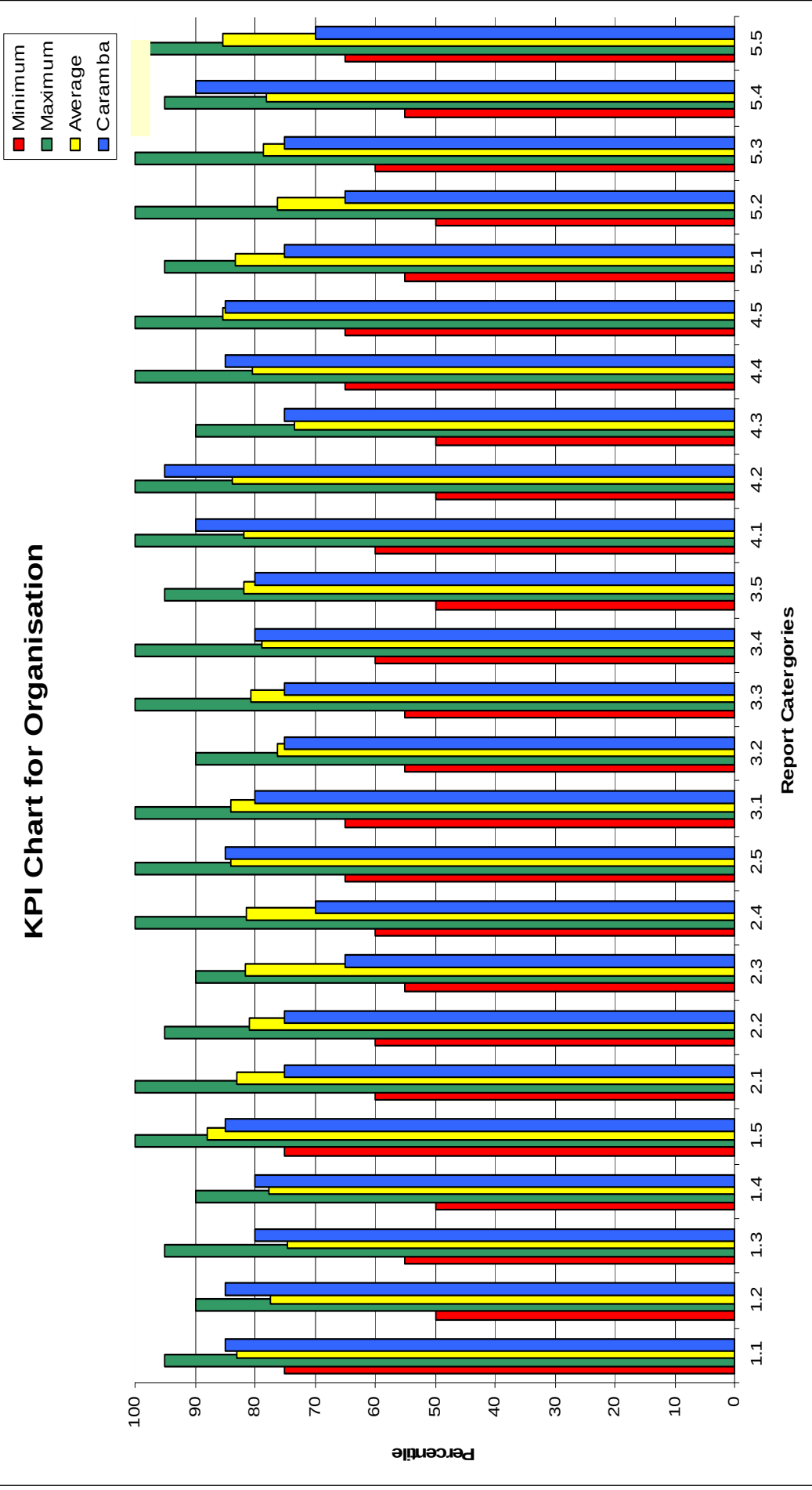
Hierarchy of learning

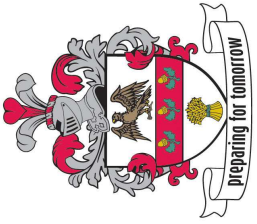




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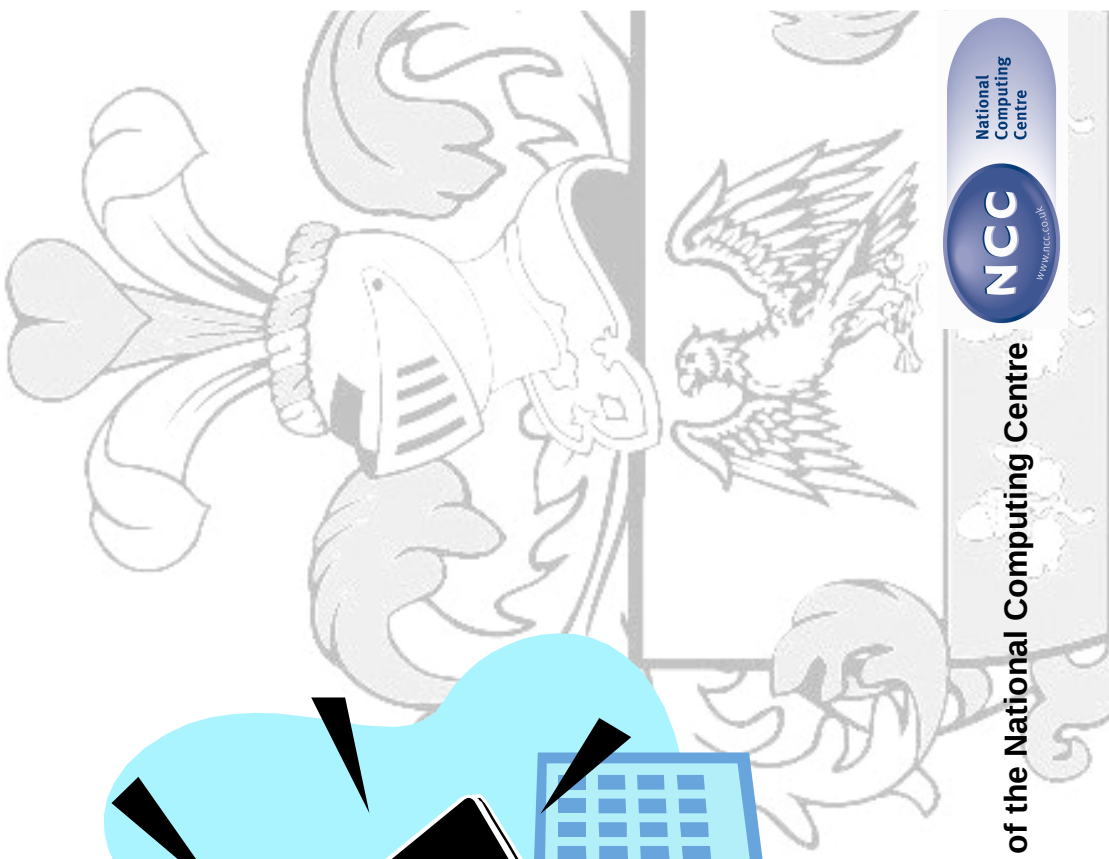
The KPI Chart - how are we doing?





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Custodian of Competencies

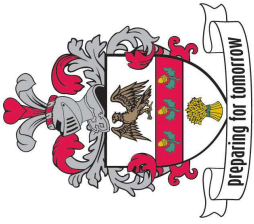


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NCC

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Assessing Competencies



To create a membership application for submission to the Institute you must select your **member**



Your Specialisms

Select your areas of expertise from the list of training and technical specialisms below.
Your selection will determine the competencies that will be displayed for your skills assessment

- Click a **Select** button to add a specialism to your profile.
- Click a **Deselect** button to remove a specialism you have already added.

Specialisation		
Classroom Delivery	i	Select
Classroom Delivery - Advanced	i	Select
Classroom Development	i	Select
Consulting (Classroom)	i	Select
Management (Classroom)	i	Select
e-Learning Tutor/Facilitator	i	Select
e-Learning Trainer	i	Select
e-Learning Design/Development	i	Select
Consulting (e-Learning)	i	Select
Management (e-Learning)	i	Select
Training Administrator	i	Select
Technical Support	i	Select

13 Specialisations
7 – 10 Competencies
4 – 8 Behaviours





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Go to **www.iitt.org.uk.....**

PREPARING FOR TOMORROW

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Skills Tracker

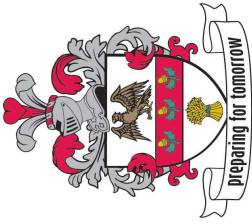
Email:	swiseman@iitt.org.uk
Password:	*****
	Log in Email Password

New to the site? [Click here to Register](#)

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Skills Tracker

 Main Menu



Update your profile

Select this option to record the certifications that you hold and to select the membership level for which you wish to apply.



Assess your competencies

Select this option to assess yourself against the required competencies for your membership level and specialisation.

Submit your membership application

Select this option once you have updated your profile and assessed your skills to generate a membership application form for submission to the Institute.



Issue a guest ticket

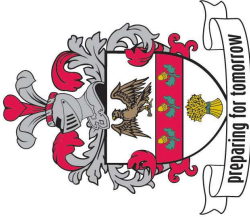
Guest tickets allow other persons that you nominate to have restricted access to view your skills profile. Select this option to generate or remove your guest tickets.



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To create a membership application for submission to the Institute you must select your **membership grade** and **areas of specialisms**



Your Specialisms

Select your areas of expertise from the list of training and technical specialisms below.
Your selection will determine the competencies that will be displayed for your skills assessment.

Click a **Select** button to add a specialism to your profile.

Click a **Deselect** button to remove a specialism you have already added.

Specialisation	
Classroom Delivery	Deselect
Classroom Delivery - Advanced	Deselect
Classroom Development	Select
Management (Classroom)	Select
e-Learning Tutor/Facilitator	Select
e-Learning Trainer	Select
e-Learning Design/Development	Select
Management (e-Learning)	Select
Training Administrator	Select
Technical Support	Select
Consulting (Classroom)	Select
Consulting (e-Learning)	Select
Workplace Development	Select



Your Membership Grade

To create an application for membership to the Institute you must select the membership grade you wish to apply for.
The following is a list of the membership grades that you have added to your profile and the status of each.

Click a **Select** button to change the membership grade to be used for this application.

Membership Grade	Application Status
Affiliate	Not submitted Select
Associate (AIITT)	Not submitted Select
Senior Associate (SAIITT)	Not submitted Select
Member (MIITT)	Validated Select

Click [here](#) to assess your competencies.



Description: Transferring IT skills invariably involves a demonstration - to show techniques - and exercises to practice them

Assessment

Consider the experience levels below and select the one most appropriate for you:

Experience Level
☐ 0 - 12 months
☐ 13 - 36 months
☒ 37 months +

Competencies

Review the list of competencies for this skill and rate yourself against each one using the following scale:

0=No Experience, 1=Weak, 2=Adequate, 3=Good, 4=Very Strong

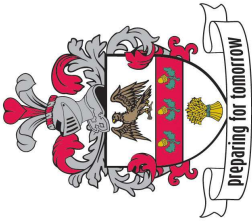
0	1	2	3	4
☒	☐	☐	☐	☐
	☐	☐	☐	☐
☐	☒	☐	☐	☐
☐	☐	☒	☐	☐

C1.8.1 - Facilitate individual and group exercises
C1.8.2 - Deal effectively with groups of mixed ability
C1.8.3 - Select and manage individual and group exercises that add to the learning efficiency of the training intervention

Additional information:

Please detail any comments that support your above assessment.

[Save](#)[Clear](#)[«Back](#)



Your Points Summary

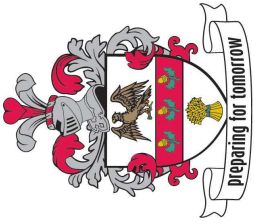
This table lists the points required for each of your selected specialisations and the points you have accumulated based on your self-assessment. Expand the list to display your points for each individual skill.

Membership Grade		Specialisation	Total	Competence	Ability	Experience
Member	»	Classroom Delivery	Required:	170	70	40
			Assessed:	116	55	21
Member	»	Classroom Delivery - Advanced	Required:	305	125	75
			Assessed:	184	97	32
			Total Required:	475	195	115
			Total Assessed:	300	152	53
					95	

Click the name of a skill to assess. The skills that are listed are the core skills for the specialisations you have added to your profile.

★ Framework: IITT Competency Matrix

	Experience		
	0-12 mths	13-36 mths	37+ mths
Classroom Delivery Skills			
Prepare for a Session			
Manage the Learning Environment			
Use Communication Skills			
Use Presentation Skills			
Employ Questioning Skills			
Establish and maintain Credibility			
Use Instructional Methods appropriately			
Perform Interactive Demonstrations and Manage Practicals			
Assess Learner Development			
Classroom Delivery - Advanced Skills			
Utilise Facilitation Skills			
Employ Coaching Skills			
Use Counselling Skills			
Employ Accelerated Learning Skills			
Identify Individual Learner Needs			
Use a Balanced Training Approach			



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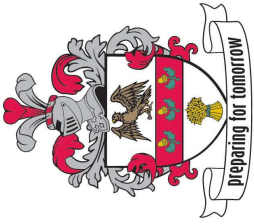
WIIIFM?

- On going health check
- External recognition
- Raised internal status - morale
- Access to networking
- Increased professionalism
- Enhanced learner experience



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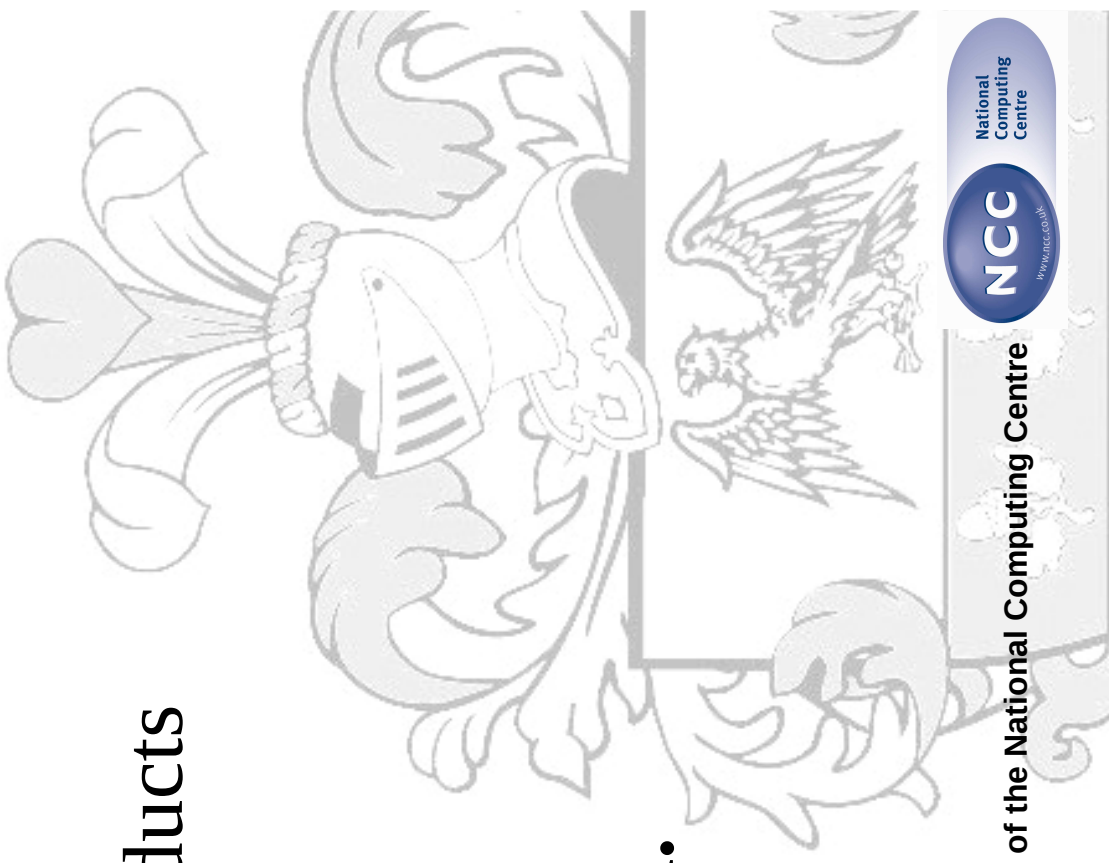




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The bottom line

- Smarter use of your products
- Revenue
- Lower support costs
- **Improved contribution.**



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Why?

**Today's excellence
is tomorrow's norm!**



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