



Module 2 – Australia
Day 19



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Session Outline

Program Schedule:	Module 2 - Australia		
Day:	19		
Specialists:	Chisholm Lead Facilitator Chisholm Academic Director TVET Specialist Facilitator		
Session Topic:	Facilitate work-based learning sessions		
Session:	Workshop	Field visit	Presentation
Time:	9.00 am – 4.30pm		

Learning outcomes:

Upon completion of this session participants will have:

- Facilitated work-place learning session based on case study – scenario – real situation
- Reviewed evaluation and continuous improvement – identified by panel

Content:

The topics covered in this session include:

- Continuing from day 18 - plan and organise to facilitate a workplace learning session
- Facilitate your workplace session as per instructions provided in the case study
- Evaluate and review the facilitated session, seeking opportunity for continuous improvement via assessor panel discussion
 - **Note:** the panel will comprise Nic van Wamel and Simon Wallace who will both be able to advise participants on how to structure their workplace learning assessment to suit the individual component of Assessment A7 in their workplace during phase 1 of LP project.

Resources:

The following resources have been provided for this session to support your learning:

- Case study document and instruction
- **Group & Individual Assessment A7**

Activities/Assessment:

- Plan, organise and facilitate workplace learning as per requirements of case study and Group and Individual Assessment A7
- Complete activity 1 and 2



ACTIVITY 1

Details

1: From the panel discussion and review what improvements have you been able to identify that will assist you to improve the planning and facilitation of the 2nd workplace learning assessment linked to the implementation of your Project during Phase 1 – in your country.



ACTIVITY 2

Details

1: Given the advice from the panel for improving your 2nd work-based learning pathway can you identify **any or issues** that you may need to consider in the planning and organising stages.

Issues could include but are not limited to:

- reasonable adjustment for learner with special needs
- work culture or diversity requirements
- Community and/or organisation requirements
- OHS regulations and/or requirements
- Legislative or licensing requirements

List any issues identified and be prepared to present and discuss with the group

Effectiveness Workplace learning power point notes

Effectiveness of workplace learning

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Notes:

Kirkpatrick Model for evaluating effectiveness of training programs

- Level 4 - Results**: What organisational benefits resulted from the training?
- Level 3 - Behaviour**: To what extent did participants change their behaviour back in the workplace as a result of the training?
- Level 2 - Learning**: To what extent did participants improve knowledge and skills and change attitudes as a result of the training?
- Level 1 - Reaction**: How did participants react to the program?

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Notes:

Using the Kirkpatrick Model

Here is a quick guide on some appropriate information sources for each level

- Level 1 – Reaction**
 - Completed participants feedback questionnaire
 - Informal comments from participants
 - Focus group session with participants
- Level 2 - Learning**
 - Pre and post review of skill and knowledge – identify learning gap closure
 - On the job assessments
 - Supervisor reports
- Level 3 – Behaviour**
 - Completed self – assessment questionnaire
 - On the job observation
 - Reports from customers, peers, and participants m
- Level 4 – Results**
 - Financial reports
 - Quality inspections and audits
 - Interview with Manager

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Notes:

Variation using the Kirkpatrick Model

L1 New to Task needs training and high supervision	L2 Undertaking Task needs low supervision
L4 Able to train others in Task	L3 Task competent

Notes:

Staff - Skills progress record

Name	SOP 1	SOP2	SOP2	SOP3	SOP4	SOP5
Mary						
Michael						
Joesph						

Notes:

Develop learners reflection skill

- Have them consider what went well and **why** it went well – have them think about the learning theories / models / styles and information discussed in the workshop.
- Have them consider what went not so well and **why** – have them support their thoughts with theories / model / styles / information and the feedback they have heard in the workshop.
- Area for improvement** – are there areas where they can see opportunity to improve on the content and context, have them support their ideas with theories / models / styles and the information and feedback they received from the workshop.
- What** have they learned from their experience and **how** will they apply it in their current or prospective role in the workplace

Notes:



Notes:

Actioning reflective thoughts

INDIVIDUAL EXERCISE... INTRINSIC FEEDBACK (what do I know?)

Name: _____

Reflections	Improvements identified	Key learning points for me	How will I use this?

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