Interactive Training Video and Software
(For Faculty & Staff Development)

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The process of learning has been a source of amazement and fascination for centuries. Investigators have continually attempted to describe both animal and human learning in a wide variety of interactions and contexts. More recently, larger number of actual experiments has been conducted. It is perhaps ironic, given the sheer magnitude of the learning research that has been undertaken that we still do not know precisely how human beings learn.

Learning process has its own science at the level of professionals. New research and development has always been a key issue at all levels and at all geographic regions around the world. Teaching and training staff has been the backbone of the whole learning methodology, as to how disciplined training staff would be, and how effective the training would be. To improve the quality of training and its disciplines, an interesting training video has been developed and pictured. It is been presented in the form of a VCD, which also includes user-friendly software designed and developed for Faculty and Staff Development. This VCD is a helping tool for teachers and trainers involved in professional education and deals with students or trainees of competence-based vocational areas like computing, multimedia, CAD/CAM etc.

This training video is a helping tool to acquire qualifications in Teaching and Training, especially covering the course “International Diploma in Teaching and Training” by City and Guilds International (UK awarding body).

The video-training program has been categorized into five main stages and subsequently sub-stages:

a) Identify individual learning requirements
   • Identify individual learning needs
   • Identify suitable available learning opportunities

b) Plan and prepare learning sessions and materials
   • Prepare learning session plans
   • Select and prepare resources for a learning session

c) Deliver teaching and training sessions
   • Establish a positive learning environment
   • Make presentations to groups
   • Instruct learners
   • Promote group learning
d) Assessment, evaluation and review
- Assess learner performance
- Review progress with learners

e) Evaluate own performance and identify self development needs
- Evaluate own performance
- Identify self-development needs

As this video covers the Learning Cycle with 5 stages of learning and then 12 sub-stages; for each sub-stage a detailed learning session has been shown. Stages have been captured through role-plays, role-demos, different techniques used by trainers at each level and the moods and styles of trainers and its effect on the trainees. The video also includes trainer’s body language and personality improvement techniques.

The other important part of this video CD is software designed by keeping in view the requirements of training staff. At each stage or sub-stage, the software helps to design and prepare slides, material, write-ups, records, data and other training updates.

In the help-line, this software has the provision to get connected via the Internet with the producers to get more assistance, updates or any trouble shooting.

References

Manual (1998), City and Guilds International Diploma (1104) in teaching and training.
Belinda Ball (1999), NVQ in Training & Development, Tamworth & Lichfield College UK.

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