

The project called **ESCOT**, (*Establishing Skills Core for C-VET Trainers in Europe*) aims at supporting and facilitating the development of teaching skills of trainers in Europe. It is based on the identification and the development of a skills core used in most situations that trainers face. In order to develop these teaching skills among trainers, the project ESCOT focuses on the implementation of eLearning solutions and the use of skills management and evaluation tools. On this beginning of 2018, one year after the kick-off, we're happy to send you the first Newsletter of this ambitious project.

*The transnational
project Team*



*The trainer, today,
is not like a technician
who apply a procedure,
but more like an engineer
who solve various problems,
often simultaneously...*

Thierry Piot

The guidance and the advices of Thierry PIOT

Thierry PIOT is a professor of Sciences of education at the University Of Caen and vice-director of the laboratory of research in human sciences. With his expertise on the analysis of work especially of the tertiary sector, Thierry Piot has brought to the project his scientific and methodological guidance.

He started from the analysis that the trainer, today, is not like a technician who apply a procedure, but more like an engineer who solve various problems, often simultaneously...

Considering the teaching work of a trainer through this prism, he led the project team to analyse the activities of trainers using a grid with various constants, identified by the partners as teaching invariants present in most situations that trainers face in their work today.

Observing and analysing the teaching activities of trainers

It looked obvious to all members of the project team that it is necessary to start from the observation and the analysis of teaching activities of trainers in action. And this should be done in the various contexts and environments of the 4 countries. A procedure of observation and analysis has been defined with all partners in order to prepare the global synthesis.

Following this preparation, from March 2017 till September 2017, 156 analyses have been conducted in the 4 countries (nearly forty per partner). The process was the following one:

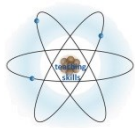
- Choice of trainers from various contexts and training fields,
- Observations with the use of a grid facilitating the identification and characterisation of the teaching practices,
- Interviews with observed trainers, to identify the knowledge, the methods used in the situations and their understanding.

After this work, a transnational mobility has been organised by the partner 'Integration Kek' in Athens, Greece. During this mobility, a workshop of sharing of practices and observations has been organised and led to a global synthesis, as each partner carefully chose significant practices to share and to present to the others. This sharing allowed the creation of what we now consider as a tank of situations which will be used to build the scenarios of the eLearning resources.



▲ The project team, a group of trainers, coordinators and vocational training counsellors from Austria, France, Italy and Greece, gathered under the guidance of Thierry Piot, professor of Sciences of Education at the University of Caen, during the first mobility in Rennes, France in January 2017.

First core of teaching skills of adults trainers



The 'core' of teaching activities, as it has been used by the partners, is structured by 8 elements. These elements represent 8 invariants that trainers take into account in most teaching situation:

- E1. Support motivation and commitment to the training**
- E2. Manage and support the dynamic of the group**
- E3. Prevent and manage attitudes and behaviors**
- E4. Take into account each trainee**
- E5. Prepare and organize training activities**
- E6. Support learning activities (training techniques)**
- E7. Ensure evaluation / assessment**
- E8. Pilot, shape and reshape the training**

Building scenarios for the e-learning resources

The choice of eLearning design for the resources of the project, has been made by adapting an existing one, which has been used by the consortium CAP-FORM Express (a French group of public organizations specialized in trainer training). The consortium uses this design for its eLearning training offer for professionals of vocational training. See more: <https://www.capformexpress.fr>

This eLearning design provides several advantages: an innovative design allowing the creation of rich and open scenarios like serious games and training quests. A metaphor of travel is used to illustrate the training journey, which takes place in the railway environment. From one station to the next train station, we follow the adventures of young trainers confronted with various teaching problems that represent quests to solve on board.

The eLearning scenarios of ESCOT project modules will be written this year and then produced on this model. This will result in a set of coherent modules contributing to trainer training blended learning that will support the development of the teaching skills of trainers in Europe.



Wagon 1st and 2nd Class



Wifi 'library' wagon



Junior wagon compartment



Interwagon with video

Productions



Seminars and conferences

- Nov. 2016** Kick-off seminar in Udine, Italy
- Jan. 2016** Transnational mobility in Rennes in France
Analysing teaching activities of trainers
- Sep. 2017** Transnational mobility in Athens, Greece
Using the results of teaching activities analysis to prepare eLearning scenarios
- Jan. 2018** Transnational seminar in Udine, in Italy
Identify and share the knowledge related to the training modules
- Mar. 2018** Transnational seminar in Linz, in Austria
Share and regulate the writing of scenarios
- Sept. 2018** Conference and transnational meeting in Italy
Validate the eLearning resources, preparing experimentation
- Jan. 2019** Conference and transnational meeting in Austria
Evaluate the experimentation, correct and validate the resources
- Apr. 2019** Conference and transnational meeting in Greece
Share and disseminate the results and the products
- Jun. 2019** Conference and transnational meeting in France
*Final conference in Rennes, France
Closing seminar and sustainability of the project*



Final products



Sept-Oct. 2018

Set of training eLearning modules related to teaching activities of trainers based on real situation



Fev. 2019

Teaching skills evaluation and management tools
List of indicators, interview grids, self-assessment tools



Apr. 2019

Guidebook of good practices of development of teaching skills compiling the experience of the project

Next step...

The next step will lead to share and validate the knowledge and the key concepts associated with the different modules of the project. This work will help preparing the creation of eLearning scenarios. It will be done during a transnational meeting in Italy in Udine in January 2018, with the guidance of Thierry Piot.

Special thanks...

The members of the project team would like to thank warmly all the trainers who accepted and went through the observation and analysis of their teaching activities, accepting to share with sincerity their practices, thoughts and reflection...

These interviews were often the occasion of intense exchanges with actors who are very concerned with teaching.