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Supportive Strategies for Learner Engagement

John Blake



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ABOUT: John Blake

With nearly 20 years in education, John brings a unique industry skill set combining EAL & Foundation Skills, Hospitality, and Training & Education delivery.

He has taught in nearly 20 countries to a cross-dimension of learners from primary school to retirees, low-literacy to PhD participants in a variety of RTOs and businesses.

John uses creative delivery approaches, contextualising assessments for specific industry needs and making a difference for the transformation of learners.

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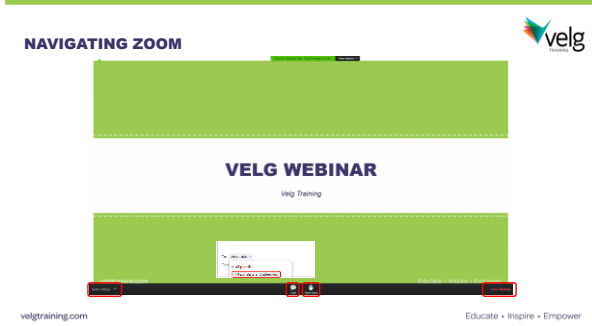
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POLL...



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WEBINAR OVERVIEW



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Learning:
What?
How? Why?

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What is learning?

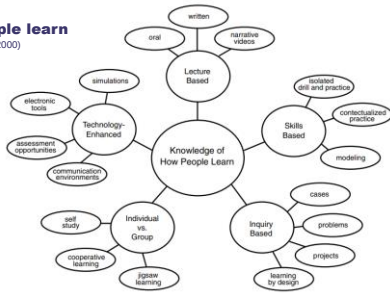


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Ways people learn (Bransford et al., 2000)



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The why...



"Evidence is emerging that Australian VET learners are not universally ready for flexible delivery, and this is reflected in high attrition rates and low pass rates.

The literature on flexible delivery identifies a number of specific factors that can impact on the success of adult learners...

We need to understand the learners – what participation means to them, the study context, and the numerous inter-connected factors that contribute to their failure to achieve success"

(Grace & Smith)

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The why...



THE AUSTRALIAN

11:00PM JANUARY 12, 2017
By SARAH MARTIN
and NIMONE FOR KAHN
JOURNALIST
Follow @GemmaCassidy

Students older than 25 are three times more likely to drop out in the first year of study than school-leavers under the age of 19, the report shows.

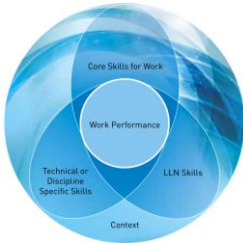
For non-university higher education courses, dropout rates are higher. After the first year of study at non-university institutions, 27.7 per cent of students who enrolled did not return, almost double the rate for most universities.

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The why... Foundation Skills



Core Skills for Work (CSFW)

Cluster 1 - Navigate the world of work
a. Manage career and work life
b. Work with roles, rights and protocols

Cluster 2 - Interact with others
a. Communicate for work
b. Connect and work with others
c. Recognise and utilise diverse perspectives

Cluster 3 - Get the work done
a. Plan and organise
b. Make decisions
c. Identify and solve problems
d. Create and innovate
e. Work in a digital world

Australian Core Skills Framework (ACSF)
Learning – Reading – Writing –
Oral Communication - Numeracy



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Teaching Strategies

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Pervasive Learning Pontefract, D (2013)

Formal

- Forums
- Courses
- Reviews
- Seminars
- University
- eLearning
- Workshops
- Web-based
- Roadshows
- Conferences
- Rotation stations
- Remote-lab training
- Vocational Education
- Professional Development



Informal

- Books
- Articles
- Websites
- Podcasts
- Coaching
- Mentoring
- Webinars
- Workshops
- Observation
- Experiences

Social

- Think-Pair-Share
- Symposiums
- Buzz-groups
- Round table
- Discussions
- Tutoring
- Debates
- Tagging
- Panels
- Videos
- Blogs
- Wikis



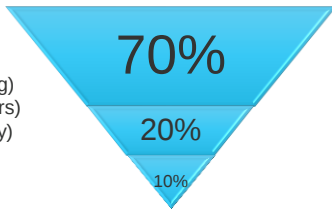
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**Lominger's
70:20:10**

70% (doing)
20% (others)
10% (study)



Michael Lombardo & Robert Eichinger (1996)



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Lominger's 70:20:10 model

- ✓ Back-fill
- ✓ Network
- ✓ Decision making
- ✓ Seek secondment
- ✓ Implement your 10%
- ✓ Request more duties
- ✓ Train & Mentor others
- ✓ Support management
- ✓ Learn the roles of others
- ✓ Introduce new strategies
- ✓ Further PD towards SME
- ✓ Facilitate and chair meetings
- ✓ Model best practice / values
- ✓ Volunteer to take the initiative

70% doing



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Lominger's 70:20:10 model

20% others

- ✓ Buddy
- ✓ Ask others
- ✓ Informal PD
- ✓ Watch YouTube
- ✓ Formal coaching
- ✓ Listen to Podcasts
- ✓ 360-degree feedback
- ✓ Performance reviews
- ✓ Community of practice
- ✓ Follow industry social media
- ✓ Download (and read) journal articles



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Lominger's 70:20:10 model**10% study**

- ✓ YouTube
- ✓ Webinars
- ✓ Workshops
- ✓ Universities
- ✓ Gamification
- ✓ Attend courses
- ✓ Technical colleges
- ✓ eLearning courses
- ✓ Undertake qualifications



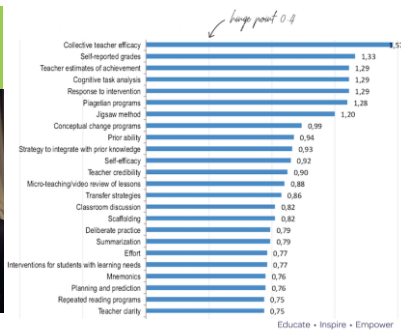
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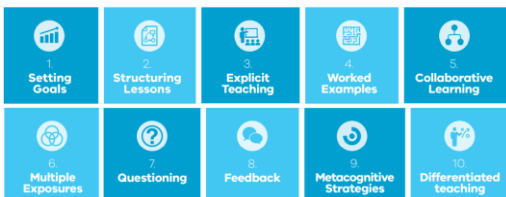
John Hattie's Visible Learning's (2008) influences

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High Impact Teaching Strategies

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Dimensions of Competence



Task Skills
Skills, Knowledge & Attitude to perform a designated task

Task Management Skills
Employing management considerations (Rostering, Budgeting, Analyzing, Purchasing etc.)



Job Skills & Environment Skills
Conditions to perform the task

Contingency Management
Effectively employing Plan B

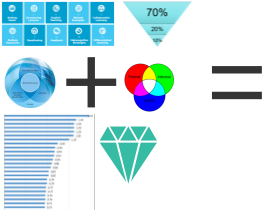
Transferable Skills
Natural progression to another task

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Lifelong learning is...





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**Proven methods /
validated
approaches**

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Adult Learning Principles (Malcolm Knowles)



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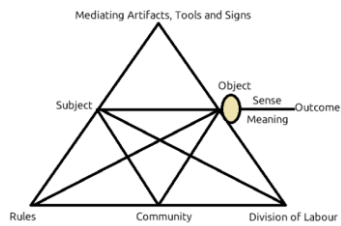
- Need to learn
- Shared goals
- Sense of progress
- Active participation
- Relate to personal experience
- Environment (Respect, comfort, acceptance)
- Shared responsibility (planning the learning experience)



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Expansive Activity Learning Theory (Yrjo Engenstrom)



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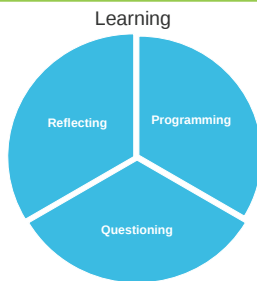
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Action Learning (Reg Revans)



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$$L = P + Q + R$$

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Communities of Practice
(Jean Lave & Etienne Wenger)



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Encouraging
P. P. P. P. P.

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P
P
P
P
P



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Proper Preparation Prevents Poor Performance



If you fail to plan,
you plan to fail...

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Supporting active
learning

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- Props
- Visit it
- Link it
- Bridge
- selzzuP
- PPE / PPC
- Equipment
- Kagan lines
- Minute-to-win-it
- Spelling-bee(coz)
- Laminated theory keywords and cheat-sheets

Supporting active learning



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- Plans
 - Industry
 - Life skills
 - Coaching
 - Delegation
 - Legislation
 - TEAMwork
 - Orienteering
 - Accountancy
 - Questioning
 - Ergonomics
- (Lifting, stretching, carrying, helping, muscle movement, use of screens, touch-typing)

Supporting active learning



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Oral communication



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- Q & A
- Analogies
- Dictation
- Cue Cards
- Flash Cards
- Meta-language
- Fast Fun Facts
- Voluntary Reading
- Think, Pair, Share
- Letters and Word games
- Visualisation... set the scene

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Handouts

- Headings and Keywords
- Quotes
- Use assessment content (carefully)
- Cloze (gap-fill) activities, word-finds, match-ups, crosswords etc.
- Include www.websites
- Find (relevant) quotes and cartoons (stay positive)
- Use industry entities (i.e. interviews)
- General interest (etymology, facts and statistics)



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- Spelling Bee-cause
- Word Association
- Answering How, What, When, Why, Where...
- Literacy, Lyrics and Limericks
- Ransom Notes
- Alliterations
- Mnemonics
- Acrostics
- Dictation
- Games
- C l o z e

Supporting literacy



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- Email subscriptions
- Recommendations
- Newspapers
- Magazines
- Journals
- Journals
- Posters
- Quotes
- Games
- Books

Supporting literacy



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Quality questions

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Rudyard Kipling's Six honest friends



"I keep six honest serving friends
who taught me all I knew.
Their names are What, Why, When,
How, Where and Who."

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5 Wives and a Husband



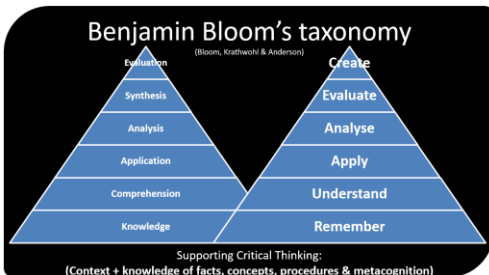
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Benjamin Bloom's taxonomy

(Bloom, Krathwohl & Anderson)



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Developing critical thinking



Leading Self

- Accountability
- Responsibility
- Self-awareness
- Personal conduct
- Health & Well-being
- Technological proficiency
- Acknowledging core values

Leading Others

- Respect
- Mentoring
- Team building
- People enhancement
- Diversity management
- Effective communication

Leading change

- Process improvement
- Conflict management
- Decision making
- Problem solving
- Client focus
- Innovation
- Creativity
- Vision

Leading Industry

- Technological developments
- Resource management
- Financial awareness
- Social engagement
- Entrepreneurial
- Strategizing
- Awareness

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Creating resources



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Resource development – explore...



padlet



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- www.precisionconsultancy.com.au/acs_framework
- www.education.com/worksheet-generator
- www.mentimeter.com (www.menti.com)
- www.abcya.com/games/word_clouds
- www.kahoot.com (www.kahoot.it)
- www.evernote.com/download
- www.theteacherscorner.net
- www.atozteacherstuff.com
- www.teach-nology.com
- www.khanacademy.org
- www.worditout.com
- www.padlet.com



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QUESTION...

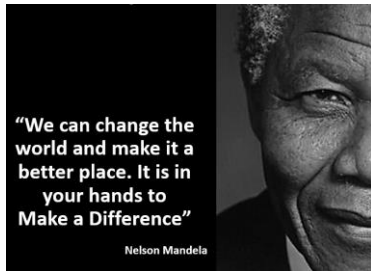
Please type your response in the chat window

**Write the name of a resource
that others could use**

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WHAT WE HAVE COVERED...



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YOUR QUESTIONS?



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WHAT HAPPENS NOW?

WITHIN 48 HOURS, YOU WILL RECEIVE AN EMAIL INCLUDING:

1. A Statement of Attendance
2. A link to event feedback survey
3. Access to the WMV recording of the webinar for three months
4. PDF copy of the PowerPoint
5. PDF transcript of Chat Q&A
6. Additional supporting resources



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UPCOMING EVENTS

28 May, 4 & 11 June: **Webinar series (3-part)**

Load, Juggle, Implement: Quality models and applications for Trainers and Assessors

9 June: **Speed Training - Marketing & Advertising**

[Registration](#)

22-26 June: **TAE PD Week**

[Registration](#)

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THANK YOU FOR YOUR COMPANY

We really hope you enjoyed engaging with **John** for your webinar today.

If you have any queries or feedback relating to today's topic, or any general questions regarding your role within the VET sector, do not hesitate to contact the team at Velg Training.

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