

TITI



Teaching → Learning → **PERFORMING!**

NEWSLETTER

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Special ToT on Computer Modeling for Earthquake Resilient Building Construction

TITI conducted Special ToT on Computer Modeling for Earthquake Resilient Building Construction (CMERBC) training from 13th march to 19th march, 2018 at TITI. This Training program was sponsored by Employment Fund/HELVETAS, Swiss International Inter-cooperation Nepal. There were a total of 22 participants (19 Male and 3 Female) from Civil Engineering background in the training. All of the participants successfully completed the training. The participant were from District Level Project implementation Unit (DLPIU) under Department of Urban Development and Building Construction (DUDBC), National Reconstruction Authority (NRA) and Employment Fund Secretariat (EFS), Helvatas.

The main purpose of this training was to increase the competency and knowledge of Engineer's in seismic resistive building design for communities of Nepal.

The goals of this training was to enable the designers to construct earthquake resistance building in their communities. The specific training goals were to use National Building Code (NBC), IS code and other building related codes for earthquake resilient building design, familiarize with basic commands in structural analysis and design software (SAP 2000 and SAFE 12), prepare a model of building structure in the software, analyze building structure, design building elements, prepare analysis and design report, and detail reinforcements required.



Trainers and Participants of Special ToT on Computer Modeling for Earthquake Resilient Construction during the closing ceremony

From the Executive Director's Desk



Challenges on Professional Development of Teaching Workforce

Technical teachers and instructors are the backbone of TVET system. The notion is, graduates being prepared in training institutes to enter the job market have to be equipped through quality training delivery by competent and confident teachers and instructors as per the needs of business and industry. Although, teachers and instructors inevitably have a role to play in successful improvements and innovation in TVET, yet little attention is given about the capacity development of these teachers and instructors.

The pedagogical training attempts to transform intended change in instruction to some extent from teacher-centered to learner-centered instruction. Also, the competency-based curricula is learner-centered and gives emphasis to the changing needs of the students, teachers and society. The learning activities and environment is chosen so that the learner can acquire and apply the knowledge, skill and attitudes in situation they encounter in everyday life. To be able to follow this curricula, the instructors and teachers require additional occupational training. The TVET providers are providing training in diverse occupation and duration and trying to attempt to complete the courses. While doing so, the diverse backgrounds of teachers and instructors are not being focused to competency areas in the training courses. In such case, it is difficult to establish the quality of graduates' output by the training institutes. Since the establishment of TITI, training to the teachers and instructors have been conducted in pedagogical and occupational aspects through different approaches like Training of Trainers, Series of Instructional Skills, Occupational Skills Upgrading, Occupational Instructional Skills, Occupation based pedagogies etc., however, this is not enough to train teachers and instructors working for different TVET Provider.

There is a need to link TVET training programs of teachers and instructors to work place environment. The current teachers and instructors, mostly, are from academic background thus have limited or no industry exposure and experience of real world of work. In this context, they can hardly deliver competency based training as per the competency based curriculum.

The discrepancy in professional development of TVET teachers and instructor in quality delivery of TVET training is due to lack of regulation for teachers and instructor competence profile and framework. There is no provision and policy guidelines for assessing teachers and instructors' qualification in Nepal. This is the right time to give efforts to professionalize TVET teachers and trainers by defining their competence profiles and frameworks appropriate for TVET professionals. (Continue in next page first column)

Innovative Practices in Training and Development

Conduct and Manage Effective Training Programs

Training is an effective way to increase the productivity of an organization by developing the capacity and efficiency of its workers. Training is the mean to provide workers with theoretical and practical knowledge to help increase their capacity to better understand their work nature, rights and responsibilities. Training is the process which helps to bring positive change in the workers' attitude, behavior, work culture, working process and working procedure. These positive changes helps worker to be more confident and change their working style, nature and attitude so that their contribution towards the organization is increased.

The learner should always be ready to learn new knowledge, skill and attitude. But to learn about the subject matter and enhance their skill, learning environment and opportunity must be provided. For this reason, the trainers must give special attention on how the trainees can learn. The trainers must provide appropriate processes, materials and opportunities that support learning. The trainers must always be ready to help the learner in the learning process. This helping skill is such a skill where the trainer acts as a facilitator and involves the learners in the teaching learning process. The learners learn by participating in the process and learn as much as possible by themselves. For this the trainers must be able to motivate the learners and stimulate their desire for learning. To effectively conduct a training event, the following points should be considered:-

- Start the session with a good introduction to gain attention of the trainees. Use pictures, story, proverbs, tales, etc. to start a session.
- Set the climate by focusing on the importance of the topic.
- Describe how the subject matter can be useful in real life situation.
- Give presentation to achieve the learning objectives.
- Present your topic in an orderly manner.
- Give examples when needed.
- Involve your participants in the teaching learning process.
- Use different audio video aid during the teaching learning process.
- Maintain eye contact.
- Cover the classroom floor during the presentation.
- Give importance to the participants, respect the feeling of the learners.
- Revise and change the teaching methodologies, style and instruction materials from time to time.
- Use oral questioning during class.
- Make sure the learners are interested and motivated to learn. Make sure they are paying attention.
- Don't hesitate to give complement.
- Consider the feeling of the participants.
- Don't hesitate to praise the good work done by the participants.
- Build rapport with the participants both inside and outside the classroom

Solutions to the Existing problems in training sectors

- Manage subject matter experts and resource persons in the training institution and training centers
- Consider expanding and diversifying ToT program.
- Select subject matter expert and resource person without prejudices and biasness.

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"To teach is to learn twice." – Joseph Joubert

TITI Costumer's Column

Name of the Organization: National College of Engineering

Phone and Fax #: 977-01-6203600/5151387

Website: www.nce.edu.np

National College of Engineering (NCE) is affiliated to Tribhuvan University and was established in 2058 B.S. with the objective of developing a standard institution that offers courses in technical science and engineering. Its main purpose is to impart quality education in engineering, science, and technology. NCE offers a unique learning experience across a spectrum of academic and social experiences. With a firm footing in truth and humanity, NCE provides an understanding of both technical developments and ethics that go with it.

TITI provided ToT training of 6 days from 2nd April to 7th April, 2018 to the participants from NCE. TITI had also provided such training to NCE on several occasions in the past. The training mainly focused on skill enhancement and personal development of the participants. The training also aimed to improve the presentation as well as pedagogical skill of the participants.

Customers' speak:

Mr. Lok Raj Bhatta, working at HELVETAS, Sindhuli Cluster, attended ToT on Computer Modeling for Earthquake Resilient Building Construction (CMERBC) Training (1-week duration) at TITI. Mr. Bhatta was very much delighted with the training and said the training has provided him a lot of knowledge and skills. According to him, in his own words "Coming from Civil Engineering back ground, the training was very fruitful for me. All the works which we use to do by pencil and paper, now we can do in computer, thus saving our time and effort." Further, we asked him about the necessary improvement needed at TITI and the training course. He said "Actually, I was quite surprised when I saw the punctuality at TITI even though it is a Government office. I am really impressed, everything was happening on time." Regarding, the training course, it would be better if the duration was increased to two weeks.

From the Executive...

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Also there is lack of provision for pre-service TVET teacher and trainer education; and TVET policy to enhance the continuing professional development of TVET teachers and trainers in Nepal.

In this regard, we can learn from Philippines where it has attempted to harmonize the delivery of training services throughout the country. In 2006, the Technical Education and Skills Development Authority (TESDA) endeavored to ensure that the delivery of TVET services was consistent and of good quality across the country through the implementation of the National TVET Trainers-Assessors Qualification Program. This was designed to qualify and certify the current pool of technical trainers-

assessors to ensure their competence in trade qualifications, and training and assessment methodologies (TESDA, 2015).

It is obvious that improving TVET instruction contributes to improvements in the quality and relevance of TVET itself. Teachers and instructors plays vital role in producing competent human resource needed by a country. The qualification of teachers and instructor can bring harmony in quality delivery of training. This can only be achieved through professional development of TVET teacher and instructors

Ms Akim Shrestha

Innovative Practices...

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- Remove the existing concept of receiving training just for the sake of collecting the certificate or for promotion purpose. Training should be taken as a continuous learning opportunity and personal development.
- The training curriculum should be of standard.
- During presentation, follow the lesson plan to meet the objectives of the session.
- Use adult learning principle while conducting classes for the staff.
- Give special attention to the relevancy of the training taken by the staff during the transferring and placement.
- Conduct training need assessment before conducting any training.
- Training should focus on personal career development and skill enhancement of the participants.
- Provide training through one door system by maintaining collaboration with other training centers and institutions.
- Expand and provide training opportunities in provincial and local level.
- Use collective teaching methods and resources in the training.

- Mr. Kalpa Kumar Basnet

Successfully piloted Occupational ToT

Training Institute for Technical Instruction (**TITI**) and Enhanced Vocational Education and Training (**EVENT**) project jointly piloted the 'Occupational-Training of Trainer (**O-ToT**)' in March 2018. Based on the long-term engrossment and feedback from the heterogeneous participants of ToT, **TITI** designed the **O-ToT** course for instructors to enhance their instructional as well as occupational skills.

This new approach expects to support the instructors in two spheres i.e. methodology in effectively delivering skills and knowledge as per specific occupational domain to boost their occupational skills. Additionally, the approach aims to backup homogenous group to rehearse relevant pedagogy and their occupational skills at the real workplace situation.

Participants are required to exhibit a dynamic balance of practice with facilitation, and clarifying principles in a holistic occupational experience. There is also ample space for demonstration practice where all the participants can cultivate their confidence using participatory learning opportunities in their own occupation. For this, they will be individually assigned micro-teaching session of 70 minutes. **TITI** believes that each participant has additional advantage to integrate the effective instructional skills and respective occupational skills together in the **TVET** sector.

"The only person who is educated is the one who had learned how to learn and change" – Carl Rogers

Staff's Profile



Mr Kalpa Kumar Basnet
-Chief, Administration
Department

Mr. Kalpa Kumar Basnet has been working in the Council for Technical Education and Vocational Training (CTEVT) system for the last 3 years. Currently, he is the Chief of the Administration Department of Training Institute for Technical Instruction (TITI). He is responsible for managing the daily administration operation of TITI. His job includes coordinating and managing human resources, budgeting, supervision of administrative staff and program operation.

Mr. Basnet has a Master Degree in Business Administration (MBA) from Tribhuvan University (TU). Before joining the CTEVT system, he worked as a Program Officer in District Development Committee's Office, Gorkha for 13 years. His job mainly involved the development in the social sector through Community Based Participatory Approach. He was responsible for planning, implementing and monitoring different programs related to social development. He is one of the most experienced executive staff of the system.

Mr. Basnet has taken various short term training such as Social Inclusion training, Social Communication Training, Planning and Budgeting etc. to enhance his knowledge and skills. As the Chief of the Administration Department, his main goal is to ensure the smooth running of TITI according to the established policies and to achieve the vision and mission.

Your Free Gift from TITI



Do you want to know how effective teaching and effective learning takes place?

If so, read the concept card 'Principle of Teaching Learning Process' (Nepali Version). TITI has developed 416

skill/concept cards so far. Out of which 135 Skill and Concept Card has been translated into Nepali Language. This is one of the concept card translated into Nepali Version.

Read this card to understand the basic condition of learning. Learn how learning takes place and what factors influence learning. This card also describes the various theories that can be applied to any teaching learning situation.

Upcoming Events at TITI

March 2018 – July 2018

Activity Name	Start Date M/D/Y	Finish Date M/D/Y
Instruction Program		
Study Skills	04/02/18	04/06/18
Training of Trainers for PVT School	07/17/17	07/06/18
Community Development Program		
Intervention of Community Development	03/19/18	03/30/18
Occupational Instructional Skills	07/17/17	07/16/18
Management Program		
Training Institute Management	03/12/18	03/23/18
Project Planning	04/16/18	04/27/18
Strategic and Operational Planning	05/14/18	05/26/18
Curriculum Program		
Technology Based Instructional Delivery	03/12/18	04/13/18
Training Design and Development	05/07/18	05/18/18
Occupational Health and Safety	06/11/18	06/22/18
Packages (Intensive Trainings)		
Analyzing Performance Problems (3 days)		
Basic First Aid (3-5 days)		
Community Facilitation Skills (5 days)		
Conflict Management & Peace Building (3 days)		
Creative Training Techniques (3 days)		
Design Power Point Presentation (3days)		
Develop Creative Visuals for Impact (3 days)		
Fast Track Schedule (3 days)		
Getting 70 Minutes out of 1 Hour (1 day)		
Human Resource Management for Organizational Results (5 days)		
Leadership and Leading (1 day)		
Life Skills (3-5 days)		
Managing a Project (3 - 5 days)		
Presenting... You (1 day)		
Proposal Writing (4 days)		
Social Mobilization (5 days)		
Study Smart not Hard (1 day)		
Supervise your Teachers, Trainers, Instructors (3 days)		

NOTE: Training Packages can be conducted at any time during weekends, working days, public holidays depending on the request of the customers for which 12-15 participants are required. The training can also be conducted at customers' premises with minimum requirement of training facilities. **TITI** also provides free of cost training for one DAG person in each regular training program.

Please, book for the courses and packages in which you would like to receive the training. Participate in the training, experience it and give us your feedback.

We welcome your feedback on this issue. – Editorial Board

Editorial Board

Kalpa. K. Basnet Pramila Malakar
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