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TITI in Uganda (Africa) to Improve the Quality of TEVT

After successful interventions in Bhutan, TITI has entered into Africa to improve the quality of instruction in vocational training in Uganda. Program for Employment oriented Vocational and Technical Training (PEVOT), GTZ, Uganda invited TITI to study the possibilities of interventions to improve the quality of vocational training in Uganda. Executive Director, Mr. Dhruva Prasad Dhungel and Program Director-Curriculum, Mr. Kabir Kumar Chitrakar visited Uganda in March 2007. The team visited three private and public vocational institutions. After several rounds of discussions with the officials and donors, TITI proposed a fast track solution to improve the quality of instruction.

TITI made an agreement to develop curricula for instructor program based on the occupational profile developed in 2006 by Ugandan Vocational Qualification Framework (UVQF) secretariat, Uganda. As the first part of the agreement, TITI revised the profile and analyzed the tasks with Ugandan expert instructors in April 2007 in Uganda. As per the second part of the agreement, an instructional analysis was conducted and a competency based curriculum guide was developed in June 2007.

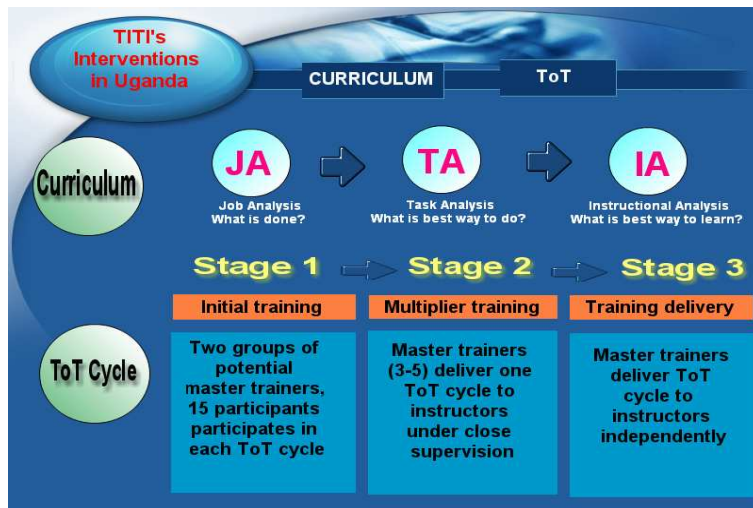


Figure: Stages of implementation of Uganda Project for quality improvement of TEVT

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From the Executive Director's Desk



Spreading Wings Internationally

The technology aspect of instruction has always been a primary basis of TITI's activities since its inception in early nineties. The modern technological advancement on instructional technology can be noticed on TITI-brand training programs. The quick and precise instructional resources on instruction, curriculum and management training programs are available on TITI-brand Skill/Concept cards translated in eight different languages. These serve as a unique knowledge management system in TITI, which have been used by many countries abroad. Regarding this system, the success so far is satisfactory but the future plans and activities to carry it forward are more important and challenging.

When this paper would be at your hand, the well known Swiss Project to develop TITI would be no more with TITI. Thanks to the Project which enabled TITI to stand on its own with a hallmark of reputation. There is no doubt that TITI with present assets in many forms including human resources would continue to grow in future.

Integrity in the organization by its trainer and staff is the need of the hour to fill the gaps when strong partner like Swiss Project is no more with us. But a significant achievement for TITI at the moment is that GTZ has emerged as a new partner to work in international context. The worth of TITI activities done at TITI will be recognized when it is valued by international communities. TITI has spread its wings not only in Asia but also in Africa where TEVT development related activities are in abundance.

It does not look like that there would be a major shift from our vision and mission as a lot of work is needed to increase the quality of TEVT sector in Nepal. Effective and efficient training program delivery in TEVT sector in Nepal will contribute to alleviate the poverty with significant increase in employment.

The coming reform in education is expected to give more focus on employment education than before. The scope of TITI's work would be enlarged and enriched to meet the requirements of new educational reforms. Some of the roles that TITI can play in this regard include licensing of instructors, introducing training standards and capacity building of technical schools, which demand a lot of time, effort and dedication. We hope it will make our services more relevant to the present and future market needs within and outside the country.

Dhruba Prasad Dhungel, Executive Director

From the Project Manager's Desk

Innovative Practices in Training and Development



As in previous years, Swisscontact-TITI organized a national workshop on the subject of training. The idea of this workshop was to provide an overview of innovative practices in training and development in the sector of Technical Education and Vocational Training (TEVT) over the last 20 years. The intention was not only to show the high level of achievements but also to show the weaknesses and deficiencies to be averted in future.

On March 30, 2007 about 200 people from different sectors of Nepal and abroad came to Hotel Yak & Yeti to listen to experiences, and share ideas about lessons learnt with regard to innovative training practices. Through a number of presentations, subsequent question and answer session and exhibition, the participants became aware of the relevance of the innovation in training. In addition, they had the opportunity to obtain some insight as to how it could be applied in their own institutions.



Figure: TEVT National Workshop -2007 "Innovative Practices in Training and Development"

Presentations from TITI, Swisscontact, SOS Nepal, Ministry of Labour and Human Resources/Department of Human Resource, Bhutan and the parallel exhibition showed the highly valued resources of staff and materials available at TITI which could be used by training institutions in Nepal and abroad.

The speakers of the workshop reflected the history, the present and the future of innovations in training in the TEVT sector of Nepal. They showed several ways to introduce innovative practices in every training effort. In this way, the workshop together with the exhibition was enriching and insightful experience to all participants.

Dr. Ignaz Rieser, Project Manager, Swisscontact/TITI

Editorial Board

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TITI Customers' Column

Customer Profile

Name of the Organization: Telecom Training Centre (TTC)/Nepal Telecom

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Telecom Training Centre (TTC) was established in 1972 in the complex of Engineering Campus, Pulchowk with a view to provide basically in-house training to staff of Nepal Telecom. The TTC became fully operational since 1st of January, 1977. It was shifted to its own permanent building at Babar Mahal on 10th of April, 1981. The Government of Nepal (then HMG) provided land, buildings, staff and office supplies, where as United Nations Development Program/ International Telecommunication Union (UNDP/ITU) was responsible for the provision of experts, training equipment and fellowships. Besides classrooms and laboratories, TTC provides canteen and dormitory facilities for the trainees. On successful completion of Telecom courses, the trainees are offered employment in Nepal Telecom.

The major objectives of TTC are to:

- Improve skill, knowledge and performance of staff of Nepal Telecom to make them more service oriented.
- Orient newly recruited staff in line with the general systems and practices of Nepal Telecom.
- Provide training to staff in new technology and update their knowledge and skill.
- Enrich jobs of staff so as to make every staff competent and responsible.
- Develop courses based on policies and mission of Nepal Telecom.

Besides its own in-house training scheme, TTC has started to work with TITI sending their staff for training in TITI. It was mid 1998 when TTC sent a few staff to TITI for the course on 'Instructional Skills and Supervision'. Since then TITI and TTC have been conducting training in a collaborative manner. TITI conducted a customized course for TTC staff only on 'Training of Trainers' in January, 2000. To date, TITI has conducted over 180 p/w of training for TTC staff in different areas. TITI has received very positive feedback from TTC participants since the beginning and TTC is one of our repeat customers. TITI is very hopeful and eager to conduct other courses for TTC in future.

Customer speaks

"Technical Auditor's Training course was conducted at TITI in the most professional manner by a team of dedicated and experienced professionals" said Mr. Kunzang Wangdi, Chief Engineer, Department of Roads, Ministry of works & Human Settlement of Bhutan. The training was conducted from 14th May to 1st June 2007 and among the nineteen participants, six participants were from Bhutan. The course was intensive as it covered not only the aspects of technical auditing but also very highly relevant and practical aspects of project monitoring, report writing and public speaking skills. "TITI is well equipped in terms of training resources and has a congenial environment for learning. It would be very useful if selected technical audit reports of the past participants are used as case studies in the future programs" Mr. Wangdi added.

TITI Training Standards

TITI follows 55 performance standards while delivering training. Below, you will find three standards, continued from the last issue.

Performance standard 38

Instructor consistently provides encouragement and developmental feedback to participants.

As participants attempt to perform the skill, both encouragement and developmental feedback should be provided. Developmental feedback is intended to help participants develop or correct their performance. In giving developmental feedback, state what you have observed the participant doing, state what the correct procedure is, demonstrate the correct procedure, and then observe the participant using the correct procedure.

Performance standard 39

Instructor generally moves among the participants as they learn to perform the skill.

As participants attempt to perform the skill, the instructor should be constantly moving among them, observing, encouraging, providing feedback, answering questions, giving quick demonstrations. This closeness to the learners will encourage them to stay "on-task" and keep practicing the skill.

Performance standard 40

Instructor consistently encourages participants to use proper work habits.

Proper work habits include such things as the proper use of tools and equipment, cleaning up the workspace after the work is completed, cleaning and storing tools properly, helping other learners, communicating in a positive and professional manner, being on time and in attendance, maintaining their physical self in a healthy manner, and wearing the appropriate clothes for the work being done.

TITI in Uganda ...

(Continued from Page 1)

TITI, Nepal and GTZ, Uganda have agreed to develop some master trainers in fast track mode providing Training of Trainers (TOT) cycle by using TITI's expertise. For the development of master trainers, TITI has proposed the model presented on the front page.



Figure: TITI trainer conducting session in Uganda (Africa)

PEVOT is cooperation between the Ugandan and German government and is set up within the structure of Education Sector Strategic Plan (ESSP). The purpose of PEVOT is to assist in developing Business Technical Vocational Education and Training (BTVET) sub-sector in Uganda, which will address the needs of the labour market and the trainees. German Development Partners (KfW, DED, GTZ) as well as JICA and ADB are assisting training providers to enhance the competency of instructors and management staff of selected training institutions.

"Adopting the right attitude can convert a negative stress into a positive one." -Hans Selve.

Trainer's Profile

Ms. Basanti Roshan Pradhan (Shrestha)



Ms. Basanti Roshan Pradhan (Shrestha) has been in the profession of training and development for over eight years. She is currently working as a trainer at Training Institute for Technical Instruction (TITI). She has conducted various training for managers, curriculum developers, lecturers, instructors of TEVT sectors as well as different NGOs,

INGOs, government and private sectors in Nepal and abroad.

Ms. Pradhan has completed her study in Master of Science from Tribhuvan University, Nepal. Her major area of specialization is Organic Chemistry. In addition, she has completed her Master's degree in Education with specialization in Education and Training from Victoria University, Melbourne, Australia.

Ms. Pradhan's major job responsibilities include analyzing, developing, designing implementing and evaluating training programs in government and non-government organizations. Her areas of expertise include Training of Trainers (ToT) series; short term customized training programs, Training Program Evaluation, Instructional Media Development, and Visualization of Media. She coordinated training for Training for Employment (TfE) Project, District Road Support Programs (DRSP), National Public Health Laboratory (NPHL), Nepal Netra Jyoti Sanga (NNJS) and several other NGOs and government organizations. In addition, she also provided consultancy services to NGO's, government and private sectors in Nepal. She has visited many parts of Nepal and a few countries abroad as a part of her job responsibilities and also for her study purposes.

To maintain her professionalism, she has received many short term in-service training from Nepal and abroad. She has also participated in many workshops and seminars. Her aim is to be a renowned trainer and consultant in the area of training and development nationally as well as internationally.



Your Free Gift from TITI

Do you want to type Nepali script as easily as English script??

If so, read **Use Nepali Unicode (Romanized)**.

It is one of the 416 Skill and Concept cards TITI has developed so far. TITI has also translated 135 Skill and Concept cards into Nepali language. The Nepali UNICODE is an effective font for Nepali typing and has other applications just as English fonts. At TITI, we use this card in computer application and refresher training. Kindly let us know your opinion about this.

Upcoming Events at TITI

July 2007 to October 2007

Activity Name	Start Date	Finish Date
Instruction		
Basic First Aid	27 Aug. '07	31 Aug. '07
Instructional Skill -2	3 Sep. '07	28 Sep. '07
Study Skills	15 Oct. '07	19 Oct. '07
Community Development		
Foundation of Community Development	6 Aug. '07	17 Aug. '07
Management		
Training Institute Management	13 Aug. '07	24 Aug. '07
Project Planning	3 Sep. '07	14 Sep. '07
Facilitation and Moderation	1 Oct. '07	12 Oct. '07
Curriculum		
Job Task Analysis	23 July. '07	3 Aug. '07
Training Course Design	24 Sep. '07	5 Oct. '07
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 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.

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

We would welcome your feedback in this issue.

– Editorial Board



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