E- Learning and Organisational Culture

15-17 November 2017
Brussels

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JERSEY
The Jersey context

- Largest of the Channel Islands
- Own government- independence and own solutions!
- Jersey Probation Service- 40 staff
- Culture of training own staff
- Traditional training until 2010
The Importance of Training

“"The only thing worse than training your employees and having them leave is not training them and having them stay.""

Henry Ford
Organisational Issues

- Resources
- Staff IT skills
- Capacity and reliability of technology
- Not to be one dimensional
"That's not your website, that's your reflection - Switch on!"
The Case For Change

- Promising research about “blended” learning
- Budget considerations
- Advantage of student working in department
- A level playing field- more equal access to education
- Widening the talent pool- a more flexible approach
Personal Experience

- Career change
- Jersey Probation in 2009 as an Assistant Probation Officer
- Batchelor of Arts Degree in Social Work by Distance Learning through Robert Gordon University, Aberdeen in January 2011.
- University's virtual learning environment, ‘Campus Moodle’
- Online University Workbooks / Materials
- Attended two teaching blocks per year of study at the University, each lasting one week
- Jersey cohort of students
- Two practice placements
Fears and Insecurities of E learning

- Returning to Study
- Age
- Cost
- Apprehensions around Isolation
- Time Management
- Working relationships - tutors/employer
Strengths and Weaknesses of E Learning

- Convenience and flexibility
- Student focused
- Access to resources
- Interaction with others
- Career advancement
- Continued Professional Development
- Theory and Practice

- Discipline
- Computer literacy
- Technology problems
- Limited classroom lectures
RGU Campus
Madeiran Probation Service

- 3 month Placement
- Skype contact
- Practice Assessment
- Learning new skills
- Breadth of knowledge
Probation Team in Madeira
This helped too...
e-learning Conclusions

- It is a very useful tool
- It is better used in conjunction with other method
- It is suitable to access resources, tutors and other students
- Not all learners will enjoy or find the method worthwhile
Lessons we have learnt

- Importance of selecting self motivated students
- Provision of equipment, study time and supervision
- Benefits of liaison with RGU- monitoring progress easier
- Value of placements- blended approach
- Challenge of student sharing learning with the team
End Result -
Graduation - December 2014
Sworn in as a Probation Officer at the Royal Court of Jersey - November 2015
Thank you

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