

Jersey Probation & Aftercare Care Service

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

The Case For Change



"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
- ▶ Bachelor 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



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THANK YOU

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