

RE-INVENTING THE TRAINING ACTIVITIES AT THE ITALIAN NATIONAL INSTITUTE OF STATISTICS (ISTAT)

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5 DIRECTIONS

- 1 Turn face-to-face training courses into totally e-learning programmes
- 2 Activate a new on line courses programme addressed to all employees
- 3 Activate a new on line courses programme for the top and middle management
- 4 Organize statistical on line courses addressed to personnel of other Italian Research Institutes
- 5 Organize online courses addressed to doctors of the National Healthcare System on COVID-19 emergency



TURN FACE-TO-FACE TRAINING COURSES INTO TOTALLY E-LEARNING PROGRAMMES

30 on lines courses

virtual classrooms

webinars

online training modules



Course participants



Feedback



LESSONS LEARNED

In a few cases, trainers were not available to turn their lectures into online training. This was due to either to lack of confidence in e.learning or self-confidence about their own skills as online trainers

So ad hoc trainers training on virtual classroom is required

The request for a so massive effort on e.learning was absolutely demanding from an organizational point of view: a lot meetings (virtual ones, of course) on didactic design, testing of learning platform, continuous virtual classrooms tutoring...)

And last, but not least:

"Will the connection be working properly?"



NEW ON LINE COURSES PROGRAMME FOR ALL EMPLOYEES

Smart working



524

Digital competences



3247

Excel



850

Soft skills

.....in addition

we shared all the contents of the e-learning platform
we fostered the access to a large variety of MOOCs

.....and also

we enhanced
- e-learning English language training
- e-learning on workplace safety training

LESSONS LEARNED

Literary video micro-lessons on both organizational (ie remote working) and digital (ie Excel) competences were considered a positive innovation and appreciated by our staff and helped in creating a basis of knowledge and skills shared among all employees.

Now the next step is to deepen topics more specifically focused on Italf's organization.

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Literacy video micro-lessons on both organisational (i.e remote working) and digital (i.e. Excel) competences were considered a positive innovation and appreciated by our staff and helped in creating a basis of knowledge and skills shared among all employees

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NEW ON LINE COURSES TO THE MANAGEMENT

TOP MANAGEMENT

Coaching programme → 4 individual, virtual meetings with the coach

MIDDLE MANAGEMENT

Some virtual classes form small groups (max 10 participants) on soft skills



ON LINE STATISTICAL COURSES FOR OTHER ITALIAN RESEARCH INSTITUTES



A programme of six webinars and
courses about statistical topics

Course participants: 217

Feedback:  90%





LESSONS LEARNED

It was a valuable opportunity of sharing experiences and contents with other national Research Institutes. It was the first time, actually, that such Institutes co-operating in making their staff competences available to each other for training course

For the future, having more time available could help us in improving a shared training programme



ON LINE COURSES TO THE NATIONAL
PEDIATRIC SOCIETY ON COVID-19
LANGUAGE

A video course about national emergency of
COVID-19 for the national pediatric society



ON LINE COURSES TO THE NATIONAL HEALTHCARE SYSTEM ON COVID-19 EMERGENCY

4 video-lesson about correct encoding of
Covid-19 deaths for the statistical about Covid
deaths

LESSONS LEARNED

Also this training course was somehow forced by the sanitary emergency

However, unlike other training courses delivered through virtual classrooms, in this case we had to record video-lessons for asynchronous delivery

Since we were not able to use the tools we had in our office, we had to use webinar platform for the future, we have to have such tools available also from remote working



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