

LSIS Leadership in Technology (LIT) grant based intervention

Impact study template

Provider name & contact details	BL Training (BLHT) Jude Speed – Judith.speed@blhairdressing.co.uk
LIT Project title	Identify E-Learning technologies that will assist the teaching and learning of Functional Skills
The project	
What problem or issue you were trying to resolve or improve with this project	<p>Following a comprehensive self-assessment, BLHT had found that e-resources needed to be developed for all areas of Functional Skills. These were needed ultimately to enhance the learner experience, allow for independent access and to be in line with the company e-resources for hairdressing. Our idea was to up-skill staff enough for them to support learners in the creation of these resources.</p> <p>Staff development therefore, became a key priority for making colleagues more aware of the different tools and techniques that could be used to develop learners' problem solving skills using technology.</p> <p>Our increased confidence in the use of interactive e-learning technologies would therefore enhance the student experience and improve efficiencies within the organization.</p>
Why did you go for a technology-based solution	<p>Our recent Ofsted inspection had graded teaching and learning as 'Good' or better.</p> <p>However, one action point was to ensure all our teaching, across all our sites would move to 'Outstanding'.</p> <p>BLHT feels that this could be aided by embedding technology more effectively in teaching and learning, especially with functional skills as BLHT also want to also ensure that our success rate continues on an upward trend.</p>
What did the project cost: LSIS funding + your organisation's contribution	<p>Cost of covering teaching commitment of 6 staff for 6 months, 2 hours fortnightly = £3,600 (hourly rate £25)</p> <p>2 additional days (14 hours) were allocated to the project team (6 staff) to collate, share and evaluate the effectiveness of the variety of technologies. (£2,100)</p>

	<p>BL Hairdressing also provided 4 hours training for 34 staff to help celebrate and cascade the developments this project has made.</p> <p>Mentor time = £2,400 (£350 x 6 days plus travel expenses)</p>
<p>Describe what you did and what happened</p>	<p>The project has far exceeded our expectations. The Skill Support Tutors have embraced their opportunities to try out new technologies and have identified where these can be used effectively to engage learners and to help them improve their skills in both literacy and numeracy.</p> <p>Following the initial meeting with the LSIS 'critical friend' we set up a series of workshop meetings with our LSIS Mentor, Lilian Soon, whose support and guidance has been invaluable to all involved. These took place over the six months from September 2012 to February 2013. The members of staff involved in the project attended each workshop.</p> <p>During these meeting, the tutors were introduced to a wide variety of tools, before trialling them with learners. Amongst other tools and techniques, tutors were introduced to:</p> <ul style="list-style-type: none"> • Blogging – they completed a project blog http://blhairdressing.posterous.com/ AND some used blogs with their learners, • Prezi – some found Prezi to be a more exiting way of using presentations in their classroom, • [Video] Screenr, YouTube annotations, • [Audio] Vocaroo, iPadio, • Google 'drive' – Forms, Drawing, Presentation, • Shortened URLs (Bit.ly, Eas.ly etc.) <p>This has been quite effective, as the tutors have gained confidence in their chosen tool/technique, before sharing it/using it with learners. The tutors have learned to address the problem-solving aspects of functional skills with learners now taking more responsibility for creating their own learning resources using a variety of tools.</p> <p>We continue to gather impact evidence from this and are planning to support integrated learner use of the tools henceforth. With this in mind we have created guidance sheets: We created these with Google docs and they have been saved on our company server so that all staff can access them at all times. The master copies have been saved on Google Drive. We have created a matrix of the tools used.</p>

	<p>One example of the benefits tutors have felt is the tutor who was quite techno-phobic at the outset, is now inspired to use and try new technologies rather than staying safe with what she knows.</p> <p>The more able staff have forged ahead to look and try new ideas, and most learners have found this to be a stimulating way to learn with only few being reticent.</p> <p>It has been gratifying to observe how useful the learners have found those Functional Skills resources, which other learners (their peers) have created.</p> <p>The project has taken up more time than expected. Nevertheless, our Skills Support Tutors have found that the overall benefits have been worth the juggling of diaries to make meetings etc.</p> <p>We provided a full week of training early in 2013 to give the Skills Support Tutors an opportunity to evaluate and tie up any loose ends and to identify any areas on the action plan that had not been covered and to re-action those. During this period, they cascading their new learning and the learner response, to other members of the team.</p>
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The benefits and impact

<p>What benefits/ impact has the project had on:::</p>	<p>a. the work/ effectiveness of your organisation</p> <p>Our teaching staff are now seeking ways of using the technologies they have explored not only with functional skills, but within all the courses BLHT deliver. Colleagues are buddying up with other colleagues to help this happen.</p> <p>This will have a positive impact on the progression of all learners including distance learners.</p>
	<p>b. the cost/ efficiency of activities</p> <p>The project has had the backing of all the senior management team which has enabled the project team to take time out of their diaries for working on the project and they have funded new resources that will benefit the teaching and learning.</p> <p>Management feel that this has been a cost-effective exercise. Without the LiT Grant funding from LSIS, we would not have been able to recruit the inspirational mentoring of Lilian Soon, or to give the amount of time required for embedding the new technologies.</p>

	<p>c. any other aspect of your work</p> <p>Confidence has improved with some of our staff and we now have a strong mentoring team for buddying those colleagues not involved in the project.</p>						
<p>What contribution to the success / smooth running of the project was made by:</p>	<table border="0"> <tr> <td>LSIS funding</td> <td>a little / some/ a lot / essential</td> </tr> <tr> <td>Your mentor</td> <td>a little / some/ a lot / essential</td> </tr> <tr> <td>LSIS Associate</td> <td>a little / some/ a lot / essential</td> </tr> </table>	LSIS funding	a little / some/ a lot / essential	Your mentor	a little / some/ a lot / essential	LSIS Associate	a little / some/ a lot / essential
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<p>Do you have any comments on the funding, mentor or LSIS Associate.</p>	<p>Working with Lilian Soon our mentor, has been inspirational. She is very experienced in delivering e-learning projects and is also a qualified project manager, which has ensured that plans and outcomes were visible to all.</p> <p>Lilian’s regular communications with the project team has been invaluable, Lilian has given ideas, support and guidance for both staff that were experienced with technologies and has supported and encouraged those who were not.</p>						
<p>What lessons did you learn / what tips would you give to other providers</p>	<p>Time needs to be planned to enable the team to successfully be able to explore ideas, put these ideas into practice and be able to evaluate the successfulness of these.</p> <p>Our Mentor was essential to the project to instil ideas, encourage creativity and also praise success.</p>						
Telling others							
<p>What have you done to share /disseminate this project with others in the sector</p>	<p>The team involved with the project have completed a training session with all BL staff during company training, which was very successful – Feedback from staff was positive and some staff have tried using different resources within their own sessions.</p> <p>We have also presented our work to the LSIS Conference delegates in Birmingham on February 5th</p>						
<p>Provide a quote on your experience of the LSIS LIT project.</p>	<p>The support and encouragement of the LSIS LIT project team has inspired staff to use innovative teaching resources in their sessions to engage learners and ‘Bring sessions to life’</p>						

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