

Upskilling and reskilling: Strategies for the professional development of basic skills teachers and facilitators

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Introduction

According to the World Economic Forum, Future of Jobs report (2020) more than half of employees throughout all sectors will need major upskilling, to meet the changing trends of job processes, retain employment, and eligibility for growth and promotions.

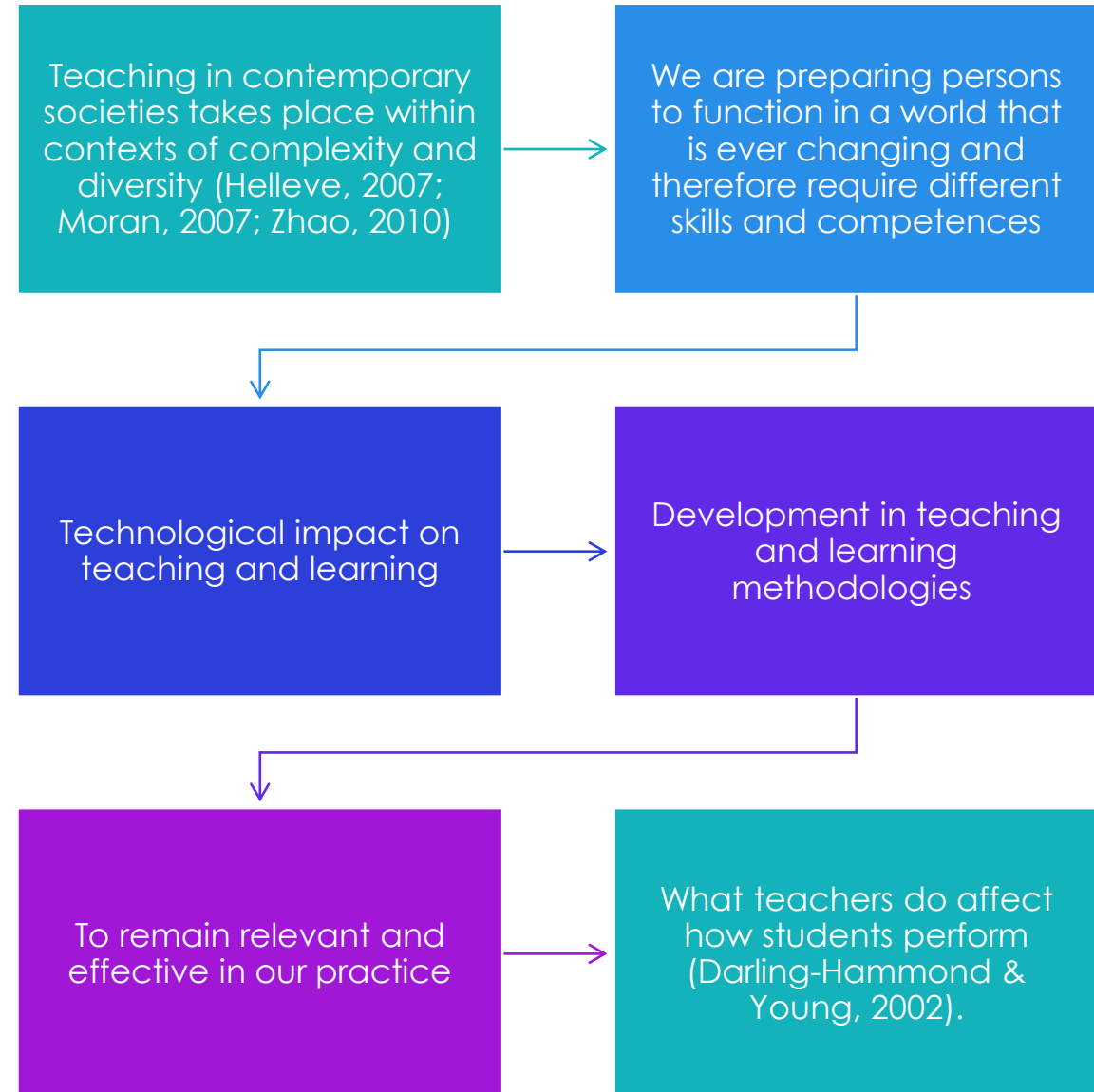
Is this true for the Education sector – Formal and non-formal?

Upskilling and Reskilling



- Focuses on performance improvement and effectiveness in one's role
- Preparing for a new role, different job, new field
- Skills and competences for new tool or processes

The Why?



Components of teacher and facilitator professional development



Knowledge of the content area
being taught - CONTENT



Use of appropriate strategies to
meet learning and other needs -
PRACTICE



Ethical standards and an
understanding of self and how We
interact with others - AFFECTIVE



Technical Skills



Soft Skills

Skills Relevant to the Education Sector

Skills Relevant to the Teaching and Learning Context

Technical Skills

Curriculum Development
Technology Integration
Assessment Techniques
Competencies related to
online and remote learning
Instructional Leadership
Decision Making

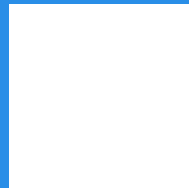
Soft Skills

Communication
Problem solving
Decision making
Time Management
Organizational Skills
Working collaboratively

Impact of Upskilling and Reskilling on the Workforce (Basic Skills trainers and facilitators)



Enhance professionalism of teachers and facilitators



Improve the quality of the learning outcomes.

Theories of Learning Undergirding Upskilling and Reskilling



Lifelong Learning (Torres, 2004)



Self-Directed Learning (Knowles, 1986; tough, 1971)



Experiential Learning (Kolb, 2015)

Methods of Upskilling/Reskilling



Opportunities for Upskilling and Reskilling in ALE

- <https://uil.unesco.org/adult-education/just-published-curriculum-globale-competency-framework-adult-educators>

- Remember that upskilling and reskilling should be seen as an ongoing process rather than a one-time event.
- By investing in the professional growth of trainers and facilitators you can enrich the sector and improve the quality of care and education provided to youth and adults.

Final Comments



Thank You