



REPORT

Train the trainers Course for Instructors of Central Asian Border Institutes

The second Train the Trainer course was planned and organized by the Geneva Centre for the Democratic Control of Armed Forces (DCAF), OSCE Border Management Staff College in Dushanbe and the OSCE Centers in Tajikistan and Kirgizstan. The course consisting of four modules: Professional Development of an Instructor; Training and Learning of Adults; the Learning Process in a Higher Education Institution; and Practice/Internship is aimed at enriching a cadre of experts of the border academies of Central Asia. It is adapted to a training field that changes fast and embraces new methodologies, new discoveries about the way adults learn, and addresses changing expectations of the 21st century's learners. Each module is divided into two cycles – individual work on materials (6 - 8 weeks) and classroom activities (10 learning days). In total 12 participants was registered for the course – 6 from Kyrgyzstan and 6 from Tajikistan.

The Concept, course curriculum and materials for training and participants' individual work were developed by DCAF's group of experts from Estonia:

Ms. Talvi Märja, Professor Emeritus of Tallinn University, PhD – leader of the group

Ms. Anna Tammerik, MA, MSc

Mr. Toomas Osvet, MSc, MA

Ms. Olga Shumailova, MSc

Mr. Georgi Skorobogatov, MSc (starting from the second Module)

The main objectives of the course are as follows:

- Introduce participants with competencies that the instructors/lecturers of the higher education institutions of the 21st century are expected to possess.
- Create conditions for professional development of instructors/lecturers of Central Asian Border Institutes.
- Disseminate knowledge, skills and attitudes for professional training in border management area.
- Support instructors in developing and/or improving their competencies.

Expected results

- Sufficient number of instructors have passed the course and achieved the competencies that will help them improve the quality of training and learning in their respective academic institutions.

- An instructor that have passed a course:
 - Understands students' needs and supports them in their learning.
 - Creates a favourable learning environment.
 - Uses different training techniques/methods.
 - Is able to develop and use modern technology (ICT) in teaching process.
 - Conducts self-analysis, assesses the level of his/her competencies, and identifies prospects for his/her further development.

The first Module was conducted in Dushanbe from 01. 03. - 11. 03. 2016. Ambassador Markus Muller, Head of the OSCE Office in Tajikistan honoured with his presence the opening ceremony. Director of the Border Management Staff College Ms. Dita Nowicka and Chief of Education Mr. Alexander Eliseev delivered welcoming speeches. (See picture 1)



Picture 1. The opening ceremony

During 10 days and 80 hours of classroom activities on the following subjects were delivered:

- I. Lecturer's professional development
 1. Requirements for lecturer's personal competencies and improvement opportunities
 2. Instructor's communication competencies:
 - a) Public presentation
 - b) Teamwork
 - c) Relationships and communication
 3. Maintaining physical, mental, and emotional balance.



Picture 2. Participants in working session

The main training methods and techniques used during the course were: seminars, group works, discussions, video trainings and practical exercises.

The second Module took place in Dushanbe from April 26th to May 6th 2016. Before starting the second Module, prior to classroom activities participants had to work individually on written materials, pass *E-learning* objects and do home works given by experts'. In total 80 hours of training activities were provided by means of seminars, discussions, study visit and practical exercises. The main subjects were:

1. Andragogy and adult learning
2. Characteristics of adult learners
3. Promoting learning environment and relationships between learning group members to facilitate learning process
4. Training methods for adults and their usage in the educational process
5. Tension and stress among learners
6. Use of modern technologies in educational process



Picture 3. Visit to the Border Institute in Dushanbe.
With participants from the first group.



Picture 4. Different countries, the same problems

Post-module evaluation/feedback was conducted upon the completion of the both Modules by OSCE College. Results are as follows:

The first Module:

I. Overall Program Evaluation

The first section is designed to obtain the general idea of the targeted audience about the program common effect and achievements. It includes five statements, which are to be rated by the participants against a five-level scale, starting from “strongly disagree” to “strongly agree”. The results obtained:

1. The overall objectives of the program were achieved - 4,5
2. Professional objectives for attending the program - 4,3
3. Understanding of the subject improved or increased as a result of the program - 4,7
4. Practical exercises were adequately employed to consolidate the theoretical knowledge - 4,7

5. The expertise gained as a result of the program is applicable and relevant to my job - 4,7

II. Program Structure and Content

The core focus of the second section is to receive and understand the participants' view – how they assess the structure and content of the program.

6. The program was well designed and encouraged active participation in the classroom - 4,7
7. Program content was complete, accurate and logical - 4,5
8. Distributed materials and handouts were relevant and helpful - 4,6
9. Enough time was allocated to individual participation As well as group work - 4,7
10. The program was well-paced and the duration was sufficient to deliver the content - 4,4

III. Experts'/Instructors' Evaluation

The third section is designed to receive respondents' perception about the performance of the experts.

11. Instructors exhibited a command of the program content and effective communication -4,9
12. Instructors created a learning environment that allowed open discussions - 4,8
13. Instructors were considerate to participants and respected divergent viewpoints - 5,0
14. Instructors provided helpful feedback and managed explaining complex material - 4,4
15. Instructors productively used visual aids and variety of teaching methods - 4,9

The second Module:

I. Overall Program Evaluation

1. The overall objectives of the program were achieved - 4,8
2. Professional objectives for attending the program - 4,9
3. Understanding of the subject improved or increased as a result of the program - 5,0
4. Practical exercises were adequately employed to consolidate the theoretical knowledge - 4,9
5. The expertise gained as a result of the program is applicable and relevant to my job - 4,8

Additional comments made in regard to the section 1 included the following: 1. In order to receive feedback, testing tasks should be increased and some should randomly provided for discussion; and 2. Obtained teaching experience will be used and applied in practice back at work.

II. Program Structure and Content

The core focus of the second section is to receive and understand the participants' view – how they assess the structure and content of the program.

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| 6. The program was well designed and encouraged active participation in the classroom | - 5,0 |
| 7. Program content was complete, accurate and logical | - 4,8 |
| 8. Distributed materials and handouts were relevant and helpful | - 5,0 |
| 9. Enough time was allocated to individual participation As well as group work | - 4,7 |
| 10. The program was well-paced and the duration was sufficient to deliver the content | - 4,7 |

Additional comments made by the respondents/participants in regard to the second section included the following: 1. It would have been good to have 3 instead of 4 sessions conducted per day; and 2. Thank you for the program content and organization of the training of trainers.

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| 14. Instructors provided helpful feedback and managed explaining complex material | - 5,0 |
| 15. Instructors productively used visual aids and variety of teaching methods | - 4,9 |

Additional comments made in regard to the third section included the following:

- More group and practical works;
- Duration of the training should be extended for minimum of 15 days;
- Thanks for the experts.

Additional comments:

The final section of the evaluation form consisted of a number of open-ended questions, which did not require the respondents to rate, but to elaborate around some broad queries, as follows:

1. What did you like most about the program? The following answers have been recorded:
 - Group work, public speaking, training methods. In general, I am satisfied with everything;
 - Diversity of training methods applied on practice, use of video technical means for the feedback and e-learning exercises;
 - Teaching methods and attitude towards learners/participants of instructors and the OSCE employees as well;

- Learning environment, organizational part and punctuality;
- Professional approach of the experts;
- Service of the OSCE employees, particularly the BMSC workers;
- I liked the content-richness of the topics, theory of the learning process to be applied in the group work and role plays.

2. What did you like least about the program?

- Everything was ideal/great (3);
- Everything was good (2);
- Everything was pleasantly done;
- Did not note anything. Everything was great;
- I enjoyed everything;
- As usual the teaching materials.

3. Some general conclusions:

- Would like to thank the organizers of the course for conducting the training on a high level. Well-done!
- Expressing gratitude for the experts from Estonia for their work and efforts, BMSC administration for organizing the learning process on such a high level;
- The acquired knowledge during the trainings will be applied in the process of my instruction activity, educating and training the students. Thank you;
- I propose to extend the duration of the 3rd and the 4th modules up to a minimum of 15 days. Time allocated for the 1st and the 2nd module was not sufficient;
- Learning materials to upgrade the skills on andragogy was not enough.

Experts' conclusions:

1. In preparation and delivery of the second Module the results of the feedback of the first Module were accepted and as the result of that the evaluation made by participants were higher (especially to experts) than after the first Module.
2. The objectives set for the second Module were achieved.
3. Participants understood the need for individual work and their attitude towards the homework is improving.
4. The feedback from participants showed that the used training methodology was appropriate.