

# Lessons Learnt from RTC Italy

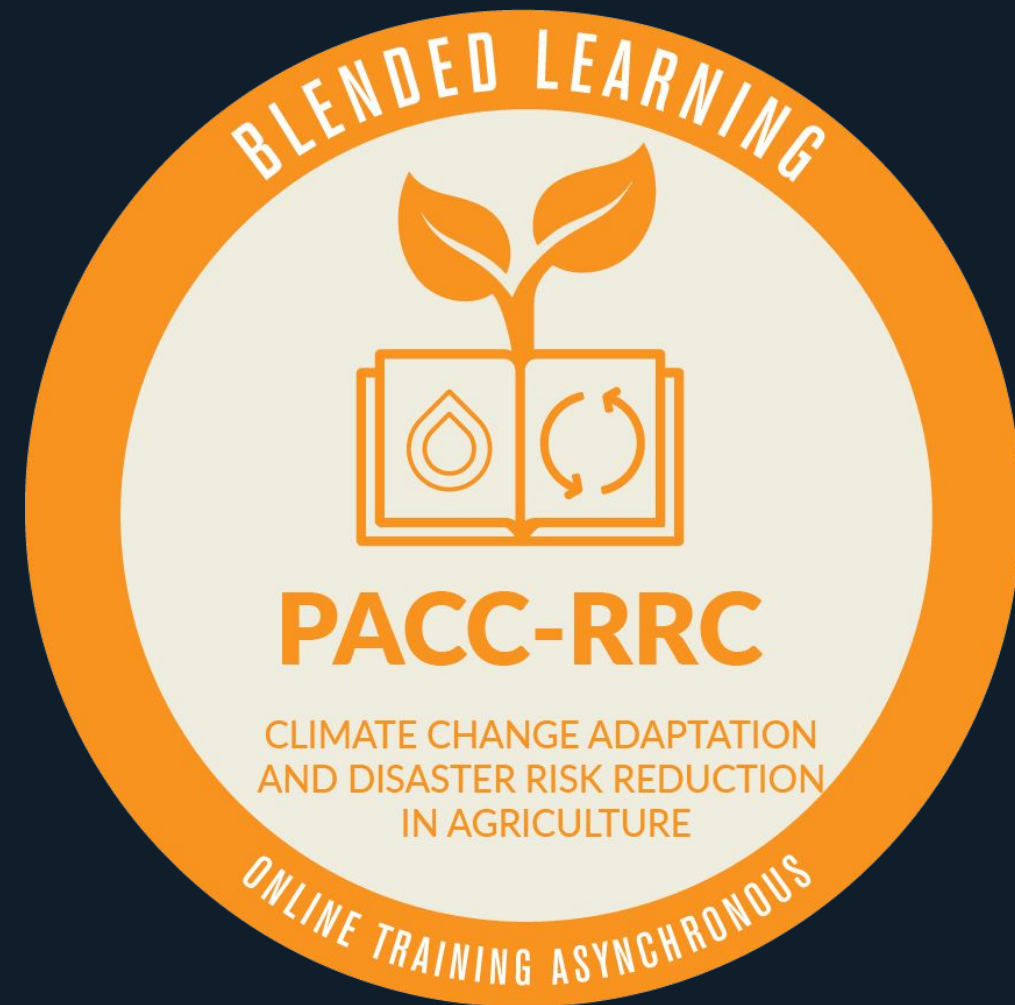
BALDI | TARCHIANI | RAPISARDI

CNR-IBE | [rtc@ibe.cnr.it](mailto:rtc@ibe.cnr.it)



 National Research Council  
Institute of BioEconomy





LESSONS LEARNT  
**SWOT ANALYSIS**

## STRENGTH

- Support to the setting up of a scientific network
- Hands on sessions, working groups
- Balance theory-practice
- Human relations
- Assessment: certificate of participation
- appropriate both for tech and soft skills

## WEAKNESS

- Language (french speaking participants)
- DL: low engagement in because, even if compulsory, not hampering the participation to F2F
- Poor interaction tutors-learners

## OPPORTUNITIES

- DL: prerequisite for workshop
- Partial reuse of materials
- Establishment of collaborations beyond the training event

## THREATS

- Selection process and participants' skill
- Costs of participation (trainees and trainers)
- Poor Internet Infrastructure (it is often an excuse)

## STRENGTH

- Creation and re-use of training material created by a wide scientific community
- Increased the capacity of internal team to build online course
- Free and open access for trainees
- Self Paced Learning
- Training Ecosystem
- Open badges (Badgr)

## OPPORTUNITIES

- Open to a wide trainees number (-> MOOC)
- Skills tracking
- Common certification system with other RTCs
- Host a large number of training modules

## WEAKNESS

- Lack of interaction
- Learning and teaching soft skills poorly effective
- Adapting training materials from F2F requires specific work and competencies and resources consuming
- Self-Motivation of the participants

## THREATS

- Need to maintain the deployment over long time
- Availability of dedicated personnel and competencies
- Funds for widening the training offer
- Lack of monitoring and assessment of learners
- Complex Course Development Team: Instructional Designer, IT managers, eLearning Content Developers

## STRENGTH

- Training design, trainers qualification
- Ease to draw on the world wide trainers' community
- Experimenting multiple training tools and formats
- Availability of lectures as videos for asynchronous use as well as other training materials and tutorials, french interpretation
- Strengthen the Course Development Team
- Open to wider number of participants, and good gender balance

## OPPORTUNITIES

- Common certification system with other RTCs
- Great interest in some communication tools
- Raise awareness on communication techniques and strategies
- Experimenting new technologies and tools could improve the capacity to develop distance learning
- Rethinking the selection process

## WEAKNESS

- Transform a F2F into a DL Course on Soft-skills
- Low engagement of trainees not skilled on communication
- Low rate of exercises performed and group exercises did not work
- Group or one-on-one coaching too demanding
- Lack of strategic vision on communication by NMSs, low interaction
- Trainees often not used to use distance learning tools

## THREATS

- Selection process (need for trainees' commitment stronger than in face to face)
- Internet (often an excuse)
- Participation to synchronous activities during working time
- Communication: practice and human-to-human interaction
- Difficulty in the assessment of learners
- Underestimation of the costs of maintenance and management of new technologies
- Difficulty in obtaining sponsorship

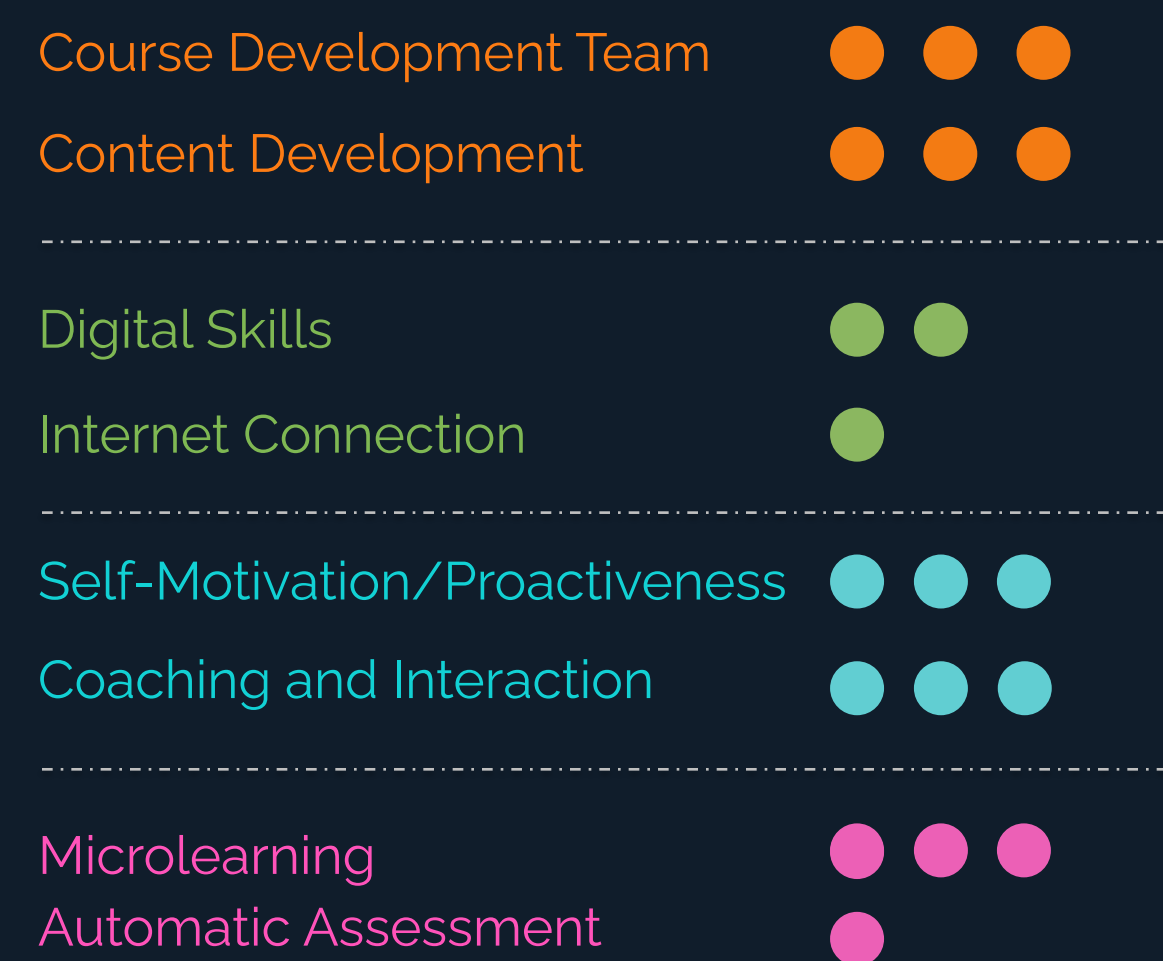
LESSONS LEARNT  
**MATRIX**

# Online Synchronous



## Hard Skills

## Soft Skills



# Online Asynchronous