

Experiential Learning

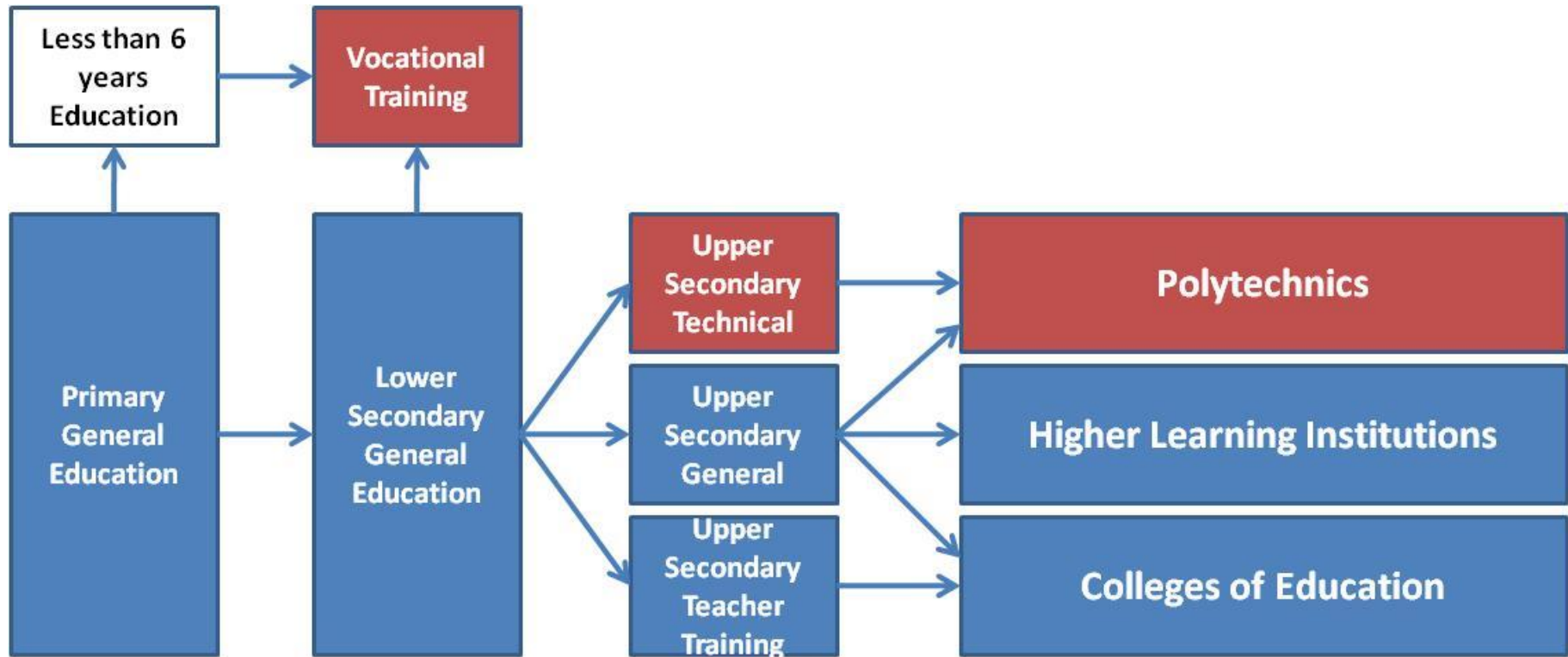


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Traditional institutional learning



Expanded learning definition

Human Capital Formation

**Early
childhood
development**

**Primary
education**

**Secondary
education**

**On the Job Learning /
Continuing & Professional Development**



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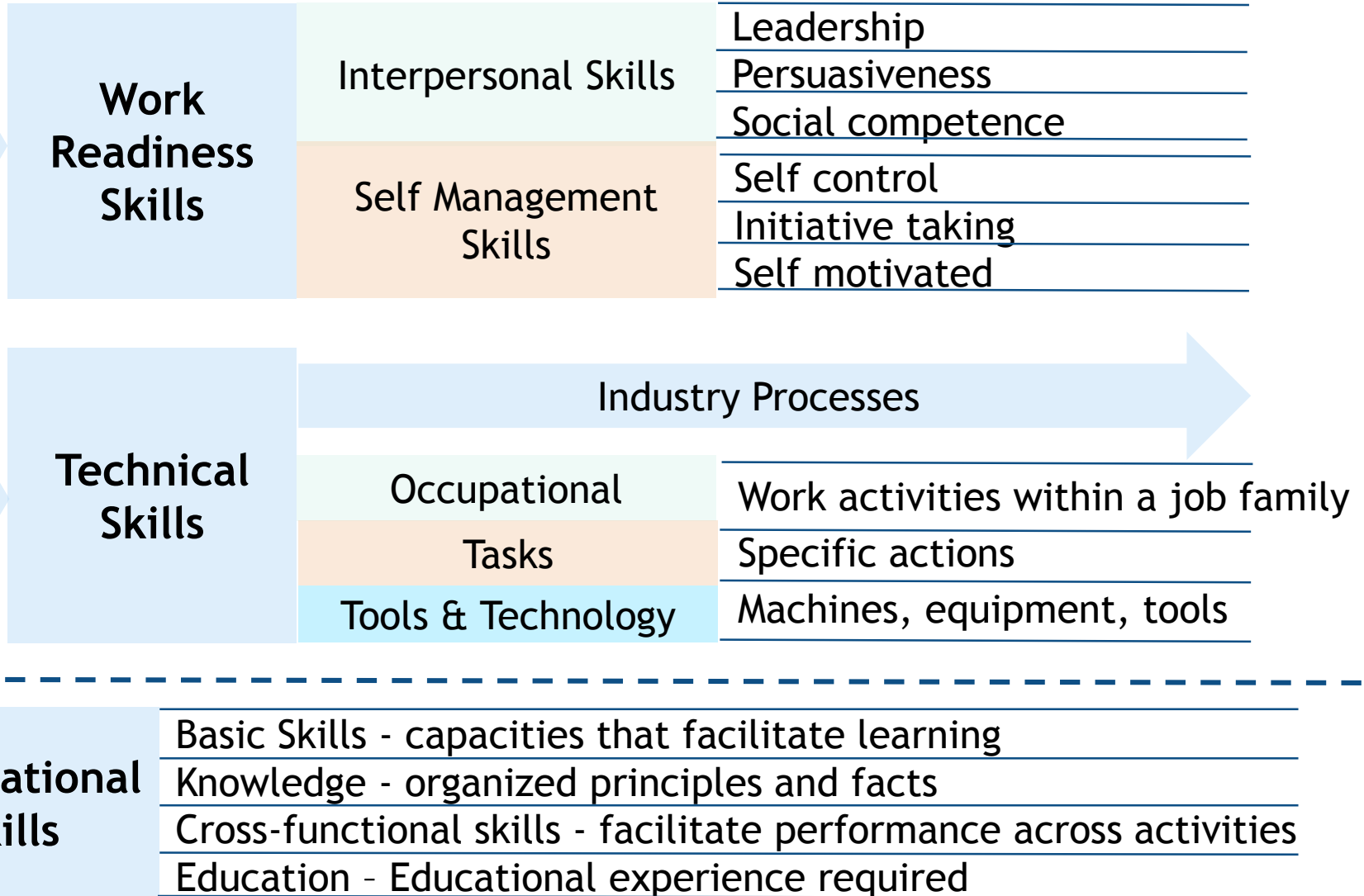
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- The world of **work has changed**, and skill development methods must change with it.
 - Traditional skills training focused on mastering and performing **routine job tasks**
- Traditional hierarchical training is based on passively learning facts and reciting them **out of context**
 - Since the industrial age, **work has evolved** from:
 - Being **repetitive**, to
 - Being **interactive and dependent on technology**.
- People need to **possess a mix of skills**.
 - To prepare people requires **mixed methods**.
- People must **take responsibility for their development and future for continuous employment**.

Main Skill Categories



How and What 'skills' are learned

Project Based Learning

- Uses actual and simulated environments where learners carry out hands-on learning activities, experience real or virtual work environments.

Blended Learning

- Uses multiple delivery methods to ensure uptake by different types of learners.



Where skills are learned

- At work
- In the 'classroom'
- In the home
- With peers
- On the bus
- Anywhere



- Virtual 'workplace'
- Simulated 'workplace'
- Blended learning
- Mixed study/work
- Apprenticeship
- Mentorship (e)



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Finding an Extension Approach

Junior Farmer Field and Life Schools

- Empower vulnerable youths, giving them livelihood options
Learning methodology and curriculum which combine both agricultural and life skills.
- Learn both traditional and modern agricultural practices
- Learn practical agricultural skills by doing practical agricultural tasks
 - Following the local cropping cycle, Local agro-ecological conditions, Field preparation, Sowing and transplanting, Weeding, Irrigation, Pest management, Processing, Harvesting, Storage, and Marketing; all I their own field.
- Entrepreneurship skills and life skills as economic options and parental guidance in their home communities are limited



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Five Skills for Rural Development

1



2



3



4



5



1. Organizational Management - Group members need to plan and monitor the performance of their work
2. Financial Skills - Need to save money, invest it in the enterprise, and maintain financial records
3. Marketing and Enterprise - produce an in-demand good, find the customer, and plan to make a profit
4. Natural Resources - Conserve soil, water, and other to produce sustainably
5. Innovation - find new, more efficient and more profitable ways of doing things



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Integrating Very Poor Producers Into Value Chains

1. Developing effective buyer and supplier linkages
2. Embedded support from buyers and suppliers for producers
 - Support services are provided to producers in return for their business ‘embedded services’
 - Expectation is that producers will produce higher quality goods leading to better products for buyers and greater revenues - more business with suppliers
 - Training and skill building assistance for producers
3. Learning and information flow from buyers and suppliers
 - Support access and facilitate technology



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