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How VLE's & Hygiene Factors via Blended Learning can aid long-term unemployed into work

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SAT: How VLE's & Hygiene Factors via Blended Learning can aid long-term unemployed into work (Steven Durant-Burgin)

Cloud created by:

Steven Durant-Burgin
19 December 2017

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The topic that has been chosen for this project intersects Inclusion, Innovation and partially into Implementation.

Short Abstract for H818 Conference Presentation

How VLE's & Hygiene Factors via Blended Learning can aid long-term unemployed into work.

For many years now, welfare to work programmes have worked in similar ways in regards to achieving their Key Performance Indicators. Beatty et al., (2011) states that the welfare to work programmes have a far greater reliance on hitting job targets, than fixing the skills gaps that the long-term unemployed have which hinders them gaining sustainable employment. Beatty et al., (2011) states that "as the majority of these welfare to work programmes have a 'one-size-fits-all, top-down' solutions, whilst well intentions, only provided a few people into employment". Beatty's findings are backup up by Carter and Whitworth, (2017) who highlights the "payment-by-results" culture of welfare to work programmes.

This project for the H818 – Open Conference, is to look at how Virtual Learning Environments when used in conjunction with Blended Learning, along with taking identifiable hygiene-factors (using Hertzberg's Two-Factor Theory) into account, can aid the long-term unemployed gain the skills that they possibly will need in this technological age, where the skills needs to be demonstrated by potential employees for potential employers has grown.

With more businesses using Information Communication Technologies, such as Computers, Mobile Devices and Social Media, the long-term unemployed need to have an understanding of these technologies and how to use them sufficiently to perform the jobs that they want to apply for.

Having worked in the welfare to work sector of training for many years', the presenter has identified that training that is given to the long-term unemployed has been and still is, geared toward shortened down versions of Level 2 in Customer Service and Retail which have a Guided Learning Hours of 30 hours.

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These training courses are class-based and use portfolio-based assessments to demonstrate that learning has taken place. It is doubtful that this way of teaching facilitates learning at its full potential. If we are to give people the possibility to be included in the sustainable job market, we should really look at how we can give the students the best possible opportunity to learn as many skills as possible.

Bloom et al., (2003) had found that many managers of the training companies providing the welfare to work programmes believe that a more "personal approach is a far more effective way of helping those in long-term unemployment than the one-size-fits-all approach".

With the above to take into account, this presentation will look at how Virtual Learning Environments can increase the skills that the long-term unemployed can learn, whilst also be able to use Herzberg's Two-Factor Theory to identify the Hygiene-factors (things that cause dissatisfaction for the learners) that the long-term unemployed have towards using Virtual Learning Environments.

With these Hygiene-Factors identified, we will see how using a Blended Learning methodology along with using Motivating-Factors to reduce the Hygiene-Factors, this will help plan a new curriculum delivery model to help aid the long-term unemployed to have far greater opportunities to learn new skills.

[Word count of 947]

References

Beatty, C., Fothergill, S., Gore, T. and Powell, R. (2011) 'Tackling worklessness in Britain's Weaker Local Economies,

Bloom, H.S., Hill, C.J., Riccio, J.A. (2003), 'Linking Program Implementation and effectiveness: Lessons from a Pooled sample of Welfare-to-Work Experiments, Journal of policy analysis and Management, Vol. 22 No.4, 551-575 (2003)

Carter, E. and Whitworth, A. (2017) 'Work Activation Regimes and Well-being of Unemployed People: Rhetoric, Risk and Reality of Quasi-Marketization in the UK Work Programme', *Social Policy and Administration*. doi: 10.1111/spol.12206.

Extra content

Interactive Infographic of Questionnaire Results as of 13th February 2018

https://create.piktochart.com/output/27866483-vles-and-hygiene-factors-results

Steven Durant-Burgin
21:25 on 13 February 2018

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Mr Jonathan G Brown
9:49pm 22 January 2018 **Permalink**

Hi Steve, I found your Google questionnaire very informative today, as I hadn't understood the much broader sense of the term 'hygiene' as you were using it. Do you have a link/reference for Herzberg's theory?

Steven Durant-Burgin
2:56pm 24 January 2018 **Permalink**

Hi Jonathan,

Thank you for your kind comments.

Herzberg's theory is based around the workplace, however I have tried to adapt the priniciple into teaching. Here is a good explanation of his theory
https://www.tutor2u.net/business/reference/motivation-herzberg-two-factor-theory

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Denise McDonough
8:19pm 25 January 2018 **Permalink**

Hi Steven, Thanks for bringing this worthy topic to our attention. Googled the theory and was struck that the principles that would make me happier "do not give positive satisfaction or lead to higher motivation, though dissatisfaction results from their absence" (Wikipedia forgive me :-). Perhaps it is because in my job, I already have all the others added value ones and it is the workplace policy that rankles. I really am struggling with the use of the word Hygiene. Just can't get "needs a shower out of my mind". Have a great day on the day!

Claire Richardson
2:27pm 6 February 2018 **Permalink**

Hi Steve,

I am looking forward to your talk. There seem to be so many obstacles for the long-term unemployed in returning to work, it is great to have the perspective of someone who has worked in this sector for many years.

I tend to agree with Denis that as a biologist, the term 'hygiene' is closely associated with cleanliness, so I think it will be important to spend some time during your presentation giving some background to how the term used in your context.

Good luck with your presentation!

[Dr Simon Ball](#)
3:45pm 17 February 2018 [Permalink](#)

Hi Steven
Well done on a great presentation! Here is a summary of the comments and questions you received following your presentation (including those you may have addressed verbally). Please respond in whatever way you choose.

Best wishes

Simon

- Thank you for the validation of mobile study. Will you have an app?
- Moodle has free 4 week course
- Will the training be connected to wellfare
- has your experience using the questionnaire this time , given you any thoughts about how you might like to change any of the questions ? (that wasn't to suggest that there's anything wrong with them Steve - just when i've used questionnaires I allways think of how I wish i'd done some differently afterwards)

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