

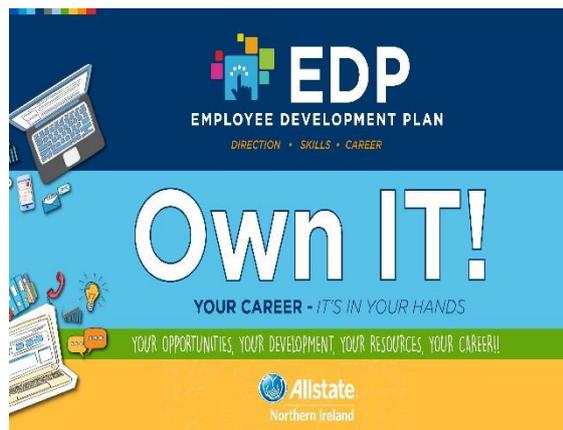
## Learning & Development at Allstate NI–24/7 Learning

Over the past 18 months there has been a drive at Allstate NI to empower employees. A programme was delivered to all employees on 'Leading with Purpose' based on the concept of *leading from any seat in the organisation*. This was followed up with a roll-out to employees on how they can take ownership of their career through their employee development plan. Much of the branding in this area now includes the tagline 'Own It!'

Over the years we have looked at the various learning methods, namely self-study, coaching, mentoring, on-the-job and classroom based training. While these all remain important the move now is to put more of the onus on the employee to own their learning. This is evident particularly in our classroom training. 3 years ago an 'Introduction to Java Programming' would have been a 4-6 week course. The same course is now 5 days with the delegate expected to do work between classes and, post course, they are expected to complete a project.

A major drive in Allstate in 2016 is availability of people and systems 24/7. Our new MD, John Healy, has asked the Learning & Development team to follow a similar model for our learning offerings. We continue to modify our classroom training to meet this approach. Regarding support materials we are investigating online systems that will give our employees access to materials whenever they want through their laptop, tablet or mobile device.

As we move more towards a flipped classroom approach our L&D team is attempting to address 2 key concerns with the approach, 1) how do we know how effective the learning has been and 2) how do we recognise those employees that put the time and effort into self-study. Besides the standard approach of giving out vouchers etc. we are working with Ulster University to put our more strategic courses on their Masters framework with each of our courses being worth 15 credit points at level 7.



Primary Learning Methods

<b>MODULE TITLE:</b>	<b>Responsive Web Technologies and Frameworks</b>	
<b>MODULE CODE:</b>	TBA	
<b>YEAR OF INTRODUCTION:</b>	Academic Year 2017/2018	
<b>MODULE LEVEL:</b>	7	
<b>CREDIT POINTS:</b>	15	
<b>MODULE STATUS:</b>	Compulsory	
<b>SEMESTER:</b>	2	
<b>LOCATION:</b>	TBA	
<b>E-LEARNING:</b>	Blended Learning	
<b>PREREQUISITE(S):</b>	None	
<b>CO-REQUISITE(S):</b>	None	
<b>MODULE CO-ORDINATOR(S):</b>	Wilson, D	Byrne, G
<b>TEACHING STAFF RESPONSIBLE FOR MODULE DELIVERY:</b>	Wilson, D	Byrne, G
<b>HOURS:</b>	Lectures	36 hours
	Tutorials	0 hours
	Practicals	18 hours
	Independent study (including assessment)	96 hours
<b>TOTAL EFFORT HOURS:</b>	150 hours	
<b>ACADEMIC SUBJECT:</b>	COM	
<b>MODULAR SUBJECT:</b>	N/A	