



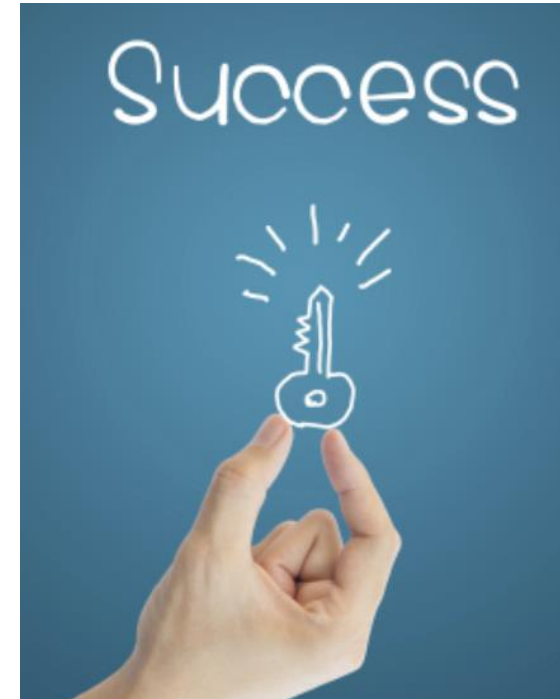
# IEC Academy & Capacity Building

**Jan-Henrik Tiedemann**  
Head IEC Academy &  
Capacity Building

**Affiliates Forum**  
**2019-10 IEC GM**  
**Shanghai, China**

# IEC Academy & Capacity building

- **One-stop-shop for IEC training and capacity building**
- **Critical for future success**
- **Cross section/ cross departmental**
- **Organizational Culture - Learning Culture**



# Training - Capacity building

**A community is not just there.  
It needs to be continuously cared for,  
listened to, developed, maintained,  
trained.**

**IEC organizational culture**

**So... let's simply do eLearning...?**

# MEET THE MODERN LEARNER

As training moves to more digital formats, it's colliding with new realities in learner's jobs, behaviors, habits, and preferences.

Today's employees are overwhelmed, distracted, and impatient. Flexibility in where and how they learn is increasingly important. They want to learn from their peers and managers as much as from experts. And they're taking more control over their *own* development.

## OVERWHELMED...

Number of times online every day  
early days of the Internet

5 | 27

41

% of time workers spend on things that offer little personal satisfaction and do not help them get work done.

## DISTRACTED...

Most learners won't watch videos longer than

4 minutes

People unlock their smartphones up to

9 times every hour

2/3

Knowledge workers are constantly distracted with millions of websites, apps, and video clips.



## IMPATIENT...

Online, designers now have between

5 and 10

seconds to grab someone's attention before they click away

5 Workers now get interrupted as frequently as every minutes — ironically, often by work applications and collaboration tools

1%  
of a typical workweek  
is all that employees  
have to focus on  
training and  
development

## UNTEETHERED

Today's employees find themselves working from several locations and structuring their work in non-traditional ways to accommodate their lifestyles. Companies are finding it difficult to reach these people and even harder to develop them efficiently.



of the global workforce is expected to be 'mobile' by the end of 2015



of full-time employees do most of their work somewhere other than the employer's location



of the workforce is comprised of temps, contractors and freelancers

## ON-DEMAND

Employees are accessing information - and learning - differently than they did just a few years ago. Most are looking for answers outside of traditional training and development channels. For example:

To learn what they need for their job, employees access:

search engines  
online courses

70%+ 50-60%

People are increasingly turning to their smartphones to find just-in-time answers to unexpected problems



## COLLABORATIVE

Learners are also developing and accessing personal and professional networks to obtain information about their industries and professions.

~80%

of workforce learning happens via on-the-job interactions with peers, teammates, and managers



Learners are:  
asking other people



sharing what they know

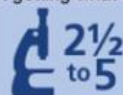
at Google,

55%

of training courses are delivered by an ecosystem of 2,000+ peer learners

## EMPOWERED

Rapid change in business and organizations means everyone needs to constantly be learning. More and more people are looking for options on their own because they aren't getting what they need from employers.



years is the half-life of many professional skills



of workers say they have opportunities for learning and growth at their workplace



of IT professional report having paid for training out of their own pockets

Sources:  
"The Global Talent Shortage: Simplify the Work Environment" Deloitte University Press  
"The Knowledge Worker's Day" Forrester  
"State of the Workforce for the 21st Century" Accenture  
"Collaboration & Social Tools Drive Business Productivity, Creating Millions in Work Interactions" Forrester  
"We're Creating a Culture of Interruption" perich.com  
"Really Stop the Latest New Phone or App Each Day" USA Today  
"Unleashing the Power of the Extended Workplace" Deloitte  
"If Training Sets an Extreme Example" Deloitte University Press  
"Workforce Performance: Don't Be Surprised to Learn by How Much" University of Massachusetts  
"Workforce Mobility: Worker Population 2011 - 2017" IDC  
"Knowledge to Lead: A Strategy" Deloitte University Press  
"The Rise of the Extended Workplace" Deloitte  
"Engaging the Extended Workplace" Deloitte University Press  
"Just-in-time Learning: The New Normal" Deloitte University Press  
"There's a Google for Every Company Can Imagine" Deloitte University Press



# IEC Learning culture

- Community is main organizational capital
- Organizational learning source of competitive advantage and cultural strength
- Essential continuous improvement



# Information Strategy

## Roles & Learning Plans

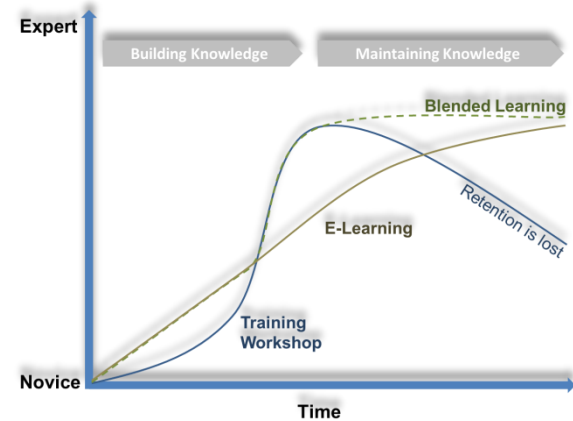
Who?



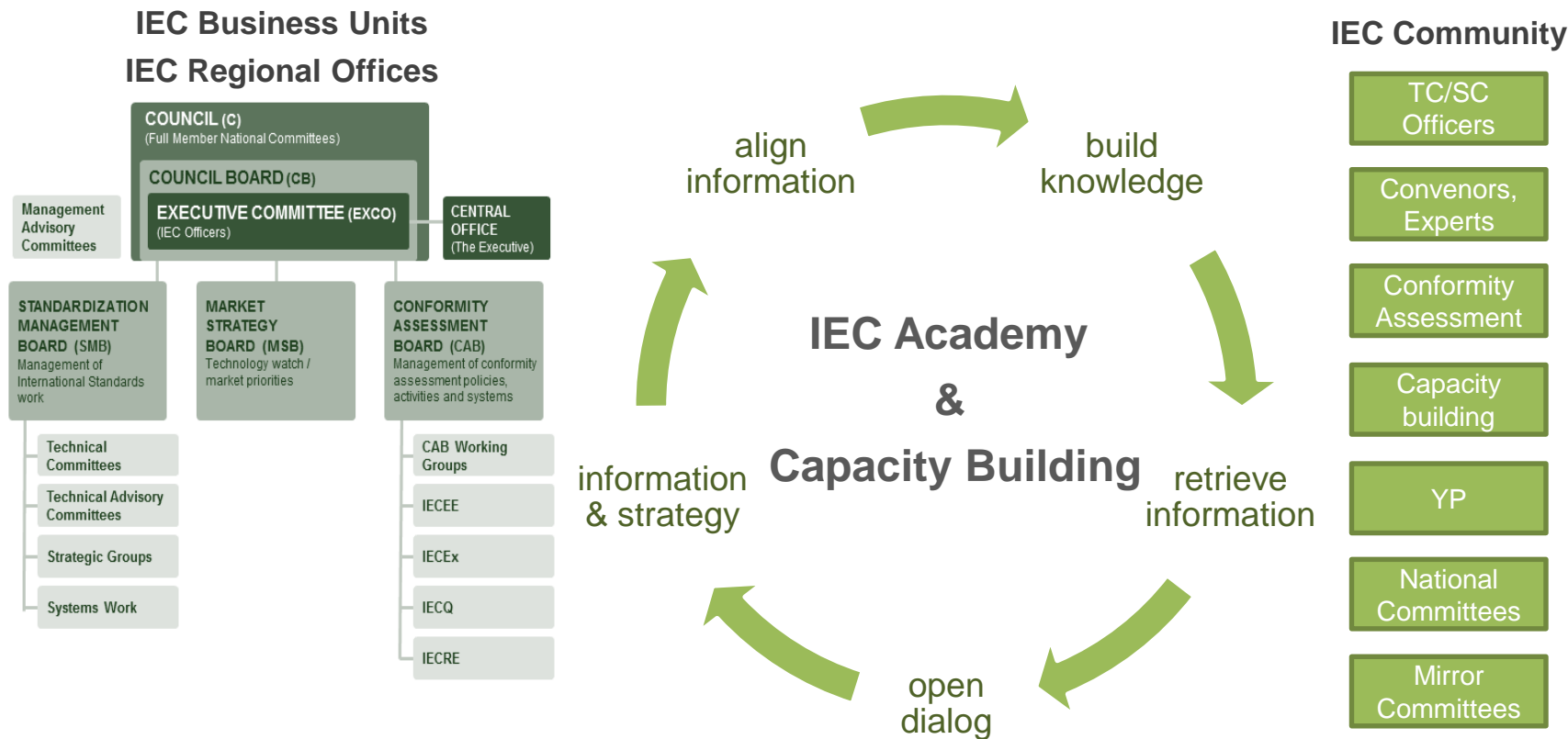
What?



How?



# Cross departmental, agile layer





# IEC Academy portfolio


- IEC Academy National Training Workshop
- IEC Academy Workshop
- IEC Academy Bootcamp
- IEC Academy Webinars
- IEC Academy TC/SC Officers Training
- IEC Academy NC Officers Training
- IEC Academy National Trainers Network
- IEC Academy Portal
- IEC Academy Capacity Building
- IEC Academy Pre-Membership Webinars
- IEC Academy e-learning

# IEC Academy platforms


**IEC Academy**

Providing high quality training, offering webinars, eLearning, regional and national workshops to the global IEC community. [Contact IEC Academy](#)


**Reference Material**



Roles & responsibilities  
TC/SC officers, WG/MT  
convenors, PT leaders &  
experts




Processes & Procedures  
For the development and  
maintenance of International  
Standards




Tools & services  
For TC/SC officers,  
WG/MT convenors, PT leaders  
& experts


**eLearning**



Training  
IEC Central Office training  
activities for TCs and TC/SC  
chairmen and secretaries



IEC YP eLearning  
IEC Young Professionals  
Training Course




IEC ACAS eLearning  
Learn more about IEC  
Conformity Assessment  
activities

Webinars and Training Workshops				
Date	Time	Title	Location	PDF
2018-01-15	09:30-10:30	New IEC Collaboration Platform - Introduction	<a href="#">Play ▶</a>	3.12MB
2018-01-15	14:30-15:30	New IEC Collaboration Platform - Introduction	<a href="#">Play ▶</a>	
2018-01-16	09:30-10:30	Standards Development Processes	<a href="#">Play ▶</a>	629KB
2018-01-16	14:30-15:30	Standards Development Processes	<a href="#">Play ▶</a>	
2018-01-25	09:30-10:30	New IEC Collaboration Platform - Introduction	<a href="#">Play ▶</a>	3.12MB
2018-01-25	14:30-15:30	New IEC Collaboration Platform - Introduction	<a href="#">Play ▶</a>	
2018-02-20	09:30-10:30	Drafting of Standards	<a href="#">Play ▶</a>	1.49MB
2018-02-20	14:30-15:30	Drafting of Standards	<a href="#">Play ▶</a>	
2018-03-13	09:30-10:30	Conformity Assessment and Standards Development	<a href="#">Play ▶</a>	1.64MB
2018-03-13	14:30-15:30	Conformity Assessment and Standards Development	<a href="#">Play ▶</a>	
2018-04-10	09:30-10:30	Best Practices for WG Convenors and Project leaders	<a href="#">Play ▶</a>	2.13MB
2018-04-10	14:30-15:30	Best Practices for WG Convenors and Project leaders	<a href="#">Play ▶</a>	
2018-05-15	09:30-10:30	IEC Standardization Project Management System	<a href="#">Play ▶</a>	1.58MB
2018-05-15	14:30-15:30	IEC Standardization Project Management System	<a href="#">Play ▶</a>	
2018-05-23	09:30-10:30	The new IEC Collaboration Platform - Training for all users	<a href="#">Play ▶</a>	3.09MB
2018-05-23	15:00-16:00	The new IEC Collaboration Platform - Training for all users	<a href="#">Play ▶</a>	
2018-06-06	09:30-10:30	The new IEC Collaboration Platform - Training for all users	<a href="#">Play ▶</a>	3.05MB
2018-06-06	15:00-16:00	The new IEC Collaboration Platform - Training for all users	<a href="#">Play ▶</a>	
2018-06-12	09:30-10:30	IEC Systems Committees and Technical Committees	<a href="#">Play ▶</a>	
2018-06-12	14:30-15:30	IEC Systems Committees and Technical Committees	<a href="#">Play ▶</a>	
2018-07-10	09:30-10:30	Kaizen - better standards through user feedback	<a href="#">Play ▶</a>	10.1MB
2018-07-10	14:30-15:30	Kaizen - better standards through user feedback	<a href="#">Play ▶</a>	
2018-08-14	09:30-10:30	IEC Mentoring Programme	<a href="#">Play ▶</a>	1.8MB

IEC Website

International Electrotechnical Commission IEC Academy

Home Courses



**STANDARDIZATION**


Welcome to the world of the IEC

**About us**

All IEC International Standards are fully consensus-based and represent the needs of key stakeholders of every nation participating in IEC work. Every member country, no matter how large or small, has one vote and a say in what goes into an IEC International Standard.

Welcome to the World of IEC.  
A natural passion.

**Available courses**



IEC Learning Management System

# Support to NCs

## Support to young leadership programmes



## Hands-on training & role play

# Support to NCs

## Support to young leadership programmes

### Presentations and Certificates



# Public webinars


Open to the public

- Available on [www.iec.ch/academy](http://www.iec.ch/academy)
- Publicly accessible
- 33 webinars done in 2018
- Recordings and slides on website

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**Reference Material**



Roles & responsibilities  
TC/SC officers, WG/MT

**eLearning**



Training  
IEC Central Office training

**Webinars and Training Workshops**

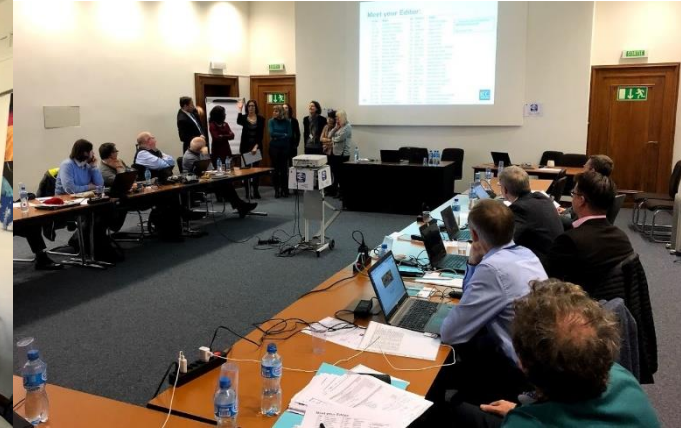
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# Training the leaders

## New TC/SC Officers

- 3 times a year
- New secretaries and chairs
- Geneva and Singapore





# IEC Academy + Regional centres

## National Training & Capacity building

Per year

10 – 15 countries  
20 – 25 workshops  
1000+ participants



# National Committee training

## New NC Secretaries

How to engage with stakeholders

How to create mirror committees

How to operate an NC with “best practice”



# IEC Academy bootcamp

“Standard in a day”

Intensive training for stakeholders

3 bootcamps done in 2019

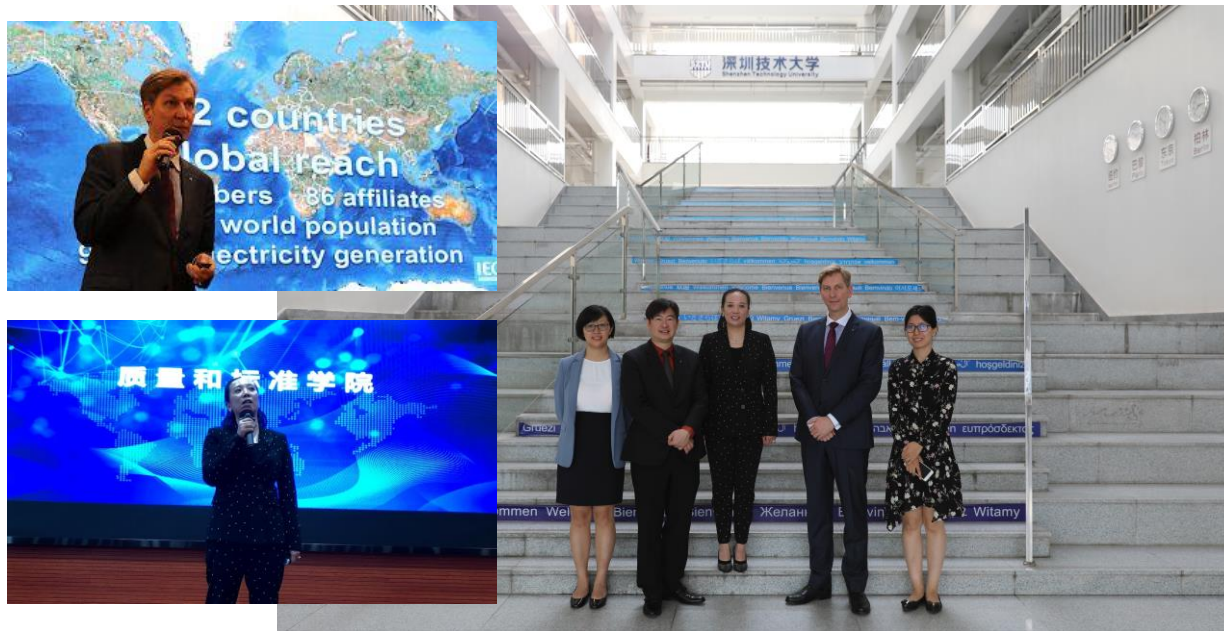
More in 2020





# Academia

## Lectures at Universities in China and Germany



# IEC Academy & Capacity building

## Academic Challenges

- Academic paper contest about “Future Challenges in Standardization”
- Brochure available at GM 2019



# IEC Academy platform

## Online Learning Management System

- Creating on online learning in process
- Ready 2020

The screenshot displays the IEC Academy platform interface. The top navigation bar is blue with a 'Log in' button. The main content area is divided into two sections. The left section, titled 'AVAILABLE COURSES', features three course cards: 'IECEE ACAS E-LEARNING' with a globe icon, 'COMMUNITY OF TRAINERS IN STANDARDIZATION' with a group of people icon, and 'RECOGNIZE PHISHING EMAILS' with a hand holding a string icon. Below these is an 'ABOUT US' section with text about the IEC Academy's mission. The right section shows a preview of the 'INTRODUCTION TO THE IEC' course, featuring a large image of a modern building and text describing the IEC's role in developing international standards and managing conformity assessment systems. The bottom of the interface includes a footer with contact information and copyright details.

Log in

International Electrotechnical Commission IEC Academy

AVAILABLE COURSES

IECEE ACAS E-LEARNING

COMMUNITY OF TRAINERS IN STANDARDIZATION

RECOGNIZE PHISHING EMAILS

ABOUT US

The IEC Academy has been introduced to the IEC Community with AC/36/2017 with the goal to support National Committees and the broader IEC community in the training of experts on both standards and conformity assessment matters by providing high-quality training to the entire IEC community. Reaching out with training to an extended community is expected to improve the knowledge and efficiency of the TC/SCs which will ultimately optimize time and improve the quality of the standards, themselves.

INTRODUCTION TO THE IEC

Home / My courses / Standardization / Introduction to the IEC

Exit activity

Review mode

The IEC is the leading global organization that develops international standards and manages conformity assessment systems for all electronic, electric and related matters.

Over 100 years of experience

The IEC (International Electrotechnical Commission)

Contact us International Electrotechnical Commission 3, rue Varembe, 1202 Geneva E-mail : academy@iec.ch Get Social Copyright © 2018 - IEC ACADEMY



# **Recommendations for Affiliate Countries**

# Public webinars


Open to the public

- Available on [www.iec.ch/academy](http://www.iec.ch/academy)
- Publicly accessible
- 33 webinars done in 2018
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# Public Commenting

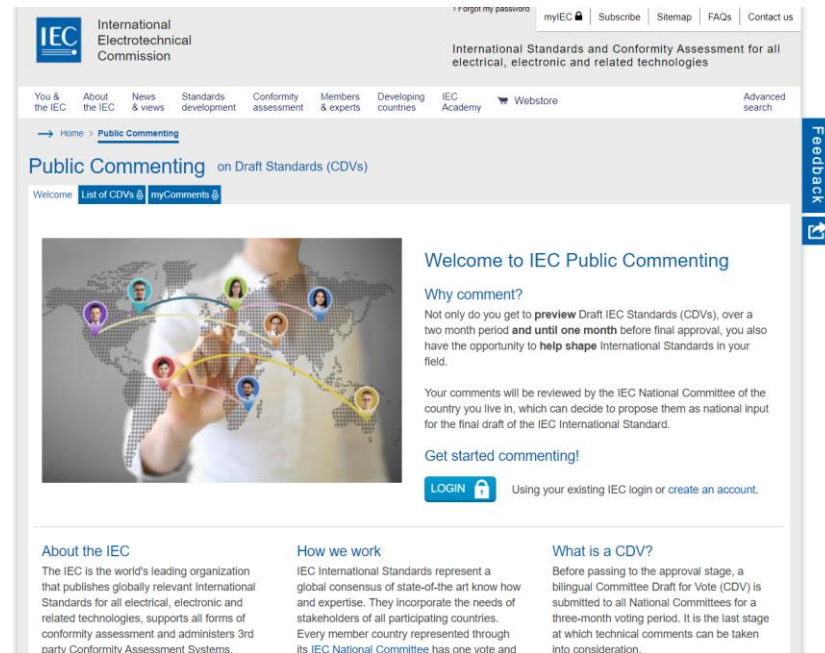
<https://www.iec.ch/comment/>

Use it to promote standards

Make people interested to know more

Find experts in your country

**Do not use it** as official IEC voting tool



The screenshot displays the IEC Public Commenting web portal. At the top, the IEC logo and navigation links are visible. The main heading reads "Public Commenting on Draft Standards (CDVs)". Below this, a "Welcome" message is accompanied by a world map graphic with icons representing global participation. The text explains that users can provide input on draft standards before final approval. A "LOGIN" button is present, along with a link to "myComments". The footer contains three informational sections: "About the IEC", "How we work", and "What is a CDV?".

International Electrotechnical Commission

International Standards and Conformity Assessment for all electrical, electronic and related technologies

Public Commenting on Draft Standards (CDVs)

Welcome

[List of CDVs](#) [myComments](#)

### Welcome to IEC Public Commenting

#### Why comment?

Not only do you get to **preview** Draft IEC Standards (CDVs), over a two month period **and until one month** before final approval, you also have the opportunity to **help shape** International Standards in your field.

Your comments will be reviewed by the IEC National Committee of the country you live in, which can decide to propose them as national input for the final draft of the IEC International Standard.

**Get started commenting!**

[LOGIN](#) Using your existing IEC login or create an account.

#### About the IEC

The IEC is the world's leading organization that publishes globally relevant International Standards for all electrical, electronic and related technologies, supports all forms of conformity assessment and administers 3rd party Conformity Assessment Systems.


#### How we work

IEC International Standards represent a global consensus of state-of-the-art know how and expertise. They incorporate the needs of stakeholders of all participating countries. Every member country represented through its IEC National Committee has one vote and

#### What is a CDV?

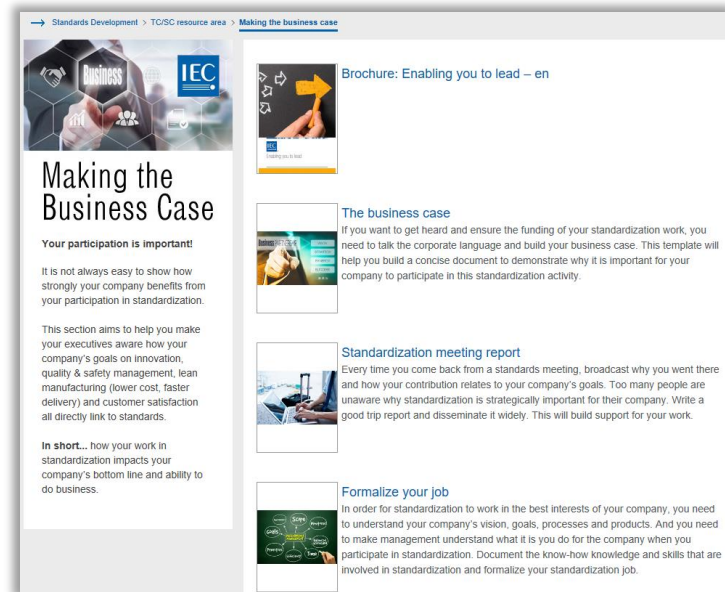
Before passing to the approval stage, a bilingual Committee Draft for Vote (CDV) is submitted to all National Committees for a three-month voting period. It is the last stage at which technical comments can be taken into consideration.

Feedback



# Making the business case

- Standardization strategy
- Make it a part of the job
- Download presentations
- Why participate?



<https://www.iec.ch/businesscase/>

# ACAS e-Learning

- First module publicly available
- Other modules for Affiliate participants

**ACAS e-Learning**

Recognizing the need to raise awareness and provide a better understanding of the specific requirements linked to conformity assessment activities, the IEC Affiliate Country Programme Secretariat launched the new ACAS (Affiliate Conformity Assessment Status) in August 2013. As part of ACAS, the IEC is providing e-Learning modules to further the Affiliate Country participants' understanding and involvement in IEC CA activities

			
<b>IECEE ACAS e-Learning</b>	<b>IECEx ACAS e-Learning</b>	<b>IECRE ACAS e-Learning</b>	<b>IECQ ACAS e-Learning</b>
Electrical and electronic equipment	Hazardous environments	Renewable energy	Electronic components

# Basecamp Server

## FILES AVAILABLE FOR DOWNLOAD



Publications



Multimedia



Presentations

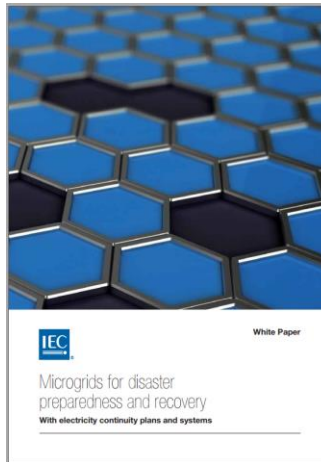
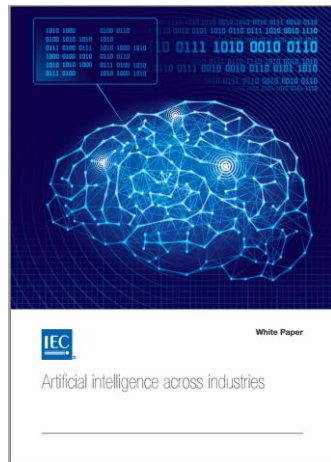


Tools & Documents



# IEC White papers

- Free download
- Latest technology
- Find out where to participate



## White papers

### Artificial intelligence

Stable grid operations in a future of distributed electric power

### Edge intelligence

Global energy interconnection

IoT 2020: Smart and secure IoT platform

Factory of the future

Strategic asset management of power networks

Orchestrating infrastructure for sustainable Smart Cities

Internet of Things: Wireless Sensor Networks

Microgrids for disaster preparedness and recovery

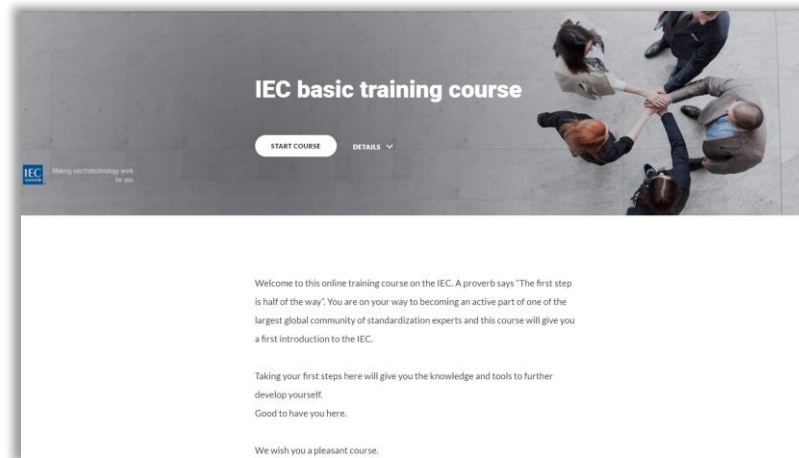
Grid integration of renewables

Electrical Energy Storage

Coping with the energy challenge

# IEC Basic Training Course

- Get to know all basic details about the IEC





**Thank you for being active!**

**Jan-Henrik Tiedemann**  
**Head IEC Academy &**  
**Capacity Building**

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**2019-10 IEC GM**  
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