# IEC Academy & Capacity Building

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Affiliates Forum
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IEC®
International
Electrotechnical
Commission

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**
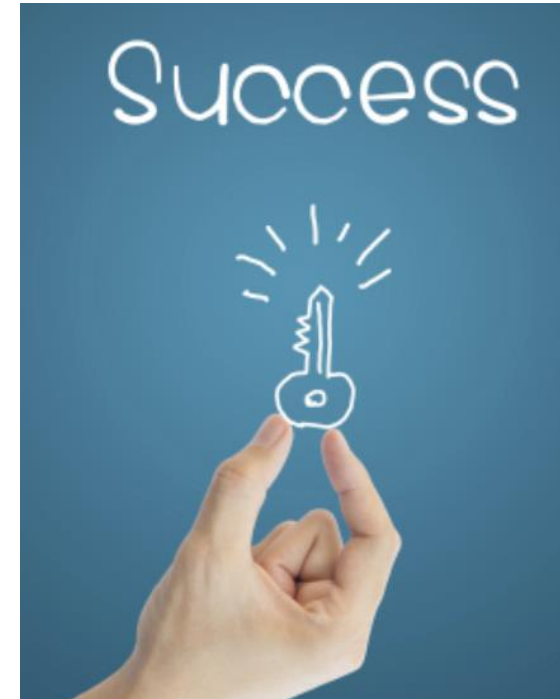
Training - Capacity building

A community is not just there.

It needs to be continuously cared for, listened to, developed, maintained, trained.

IEC organizational culture

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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 overhelmed, 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** | today: **27**

41 % of time workers spend on things that offer little personal satisfaction and do not help them get work done.

DISTRACTED...

4 minutes — Most learners won't watch videos longer than

People unlock their smartphones up to **9 times** every hour

2/3 of knowledge workers actually complain that they don't have time to do their jobs

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

Workers now get interrupted as frequently as every **5 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

Sources:
"The Overwhelmed Employee: Simplify the Work Environment" Deloitte University Press
"The Knowledge Worker's Day" Basex
"Make Time for the Work that Matters" Harvard Business Review
"Collaboration & Social Tools Drive Business Productivity, Costing Millions in Work Interruptions" Harmon.ie
"We're Creating a Culture of Distraction" joannacai.com
"Study Says We Unlock Our Phones a LOT Each Day" TIME
"'Infobesity' Causes Distraction and Stress at Work" HR Magazine
"If Training Gets an Extreme Makeover" Computerworld
"Nurvani Performance: Does It Really Matter To Users And By How Much?" University of Massachusetts
"Worldwide Mobile Worker Population 2011 - 2015" IDC
"Ambivalence Is Not a Strategy" Flex-Strategy Group
"The Rise of the Extended Workforce" Accenture
"Engaging Disengaged Learners" Towards Maturity
"Just-in-time Information through Mobile Connections" Pew Research
"Here's a Google Perk Any Company Can Imitate:

UNTETHERED

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.

37% of the global workforce is expected to be 'mobile' by the end of 2015

30% of full-time employees do most of their work somewhere other than the employer's location

20% 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

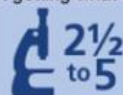Learners are: asking other people; sharing what they know

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.

2½ to 5 years is the half-life of many professional skills

38% of workers say they have opportunities for learning and growth at their workplace

62% of IT professional report having paid for training out of their own pockets

IEC Learning culture

- **Community is main organizational capital**
- **Organizational learning source of competitive advantage and cultural strength**
- **Essential continuous improvement**
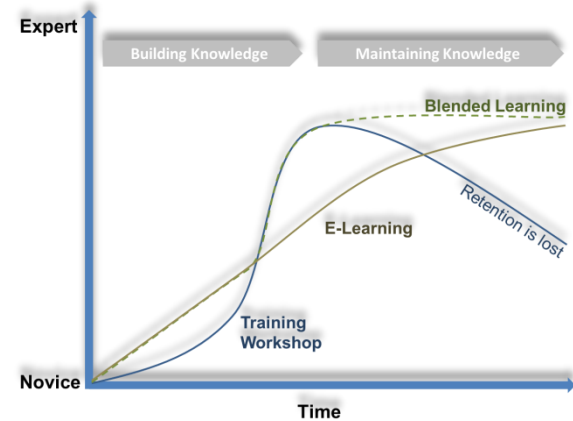
Information Strategy
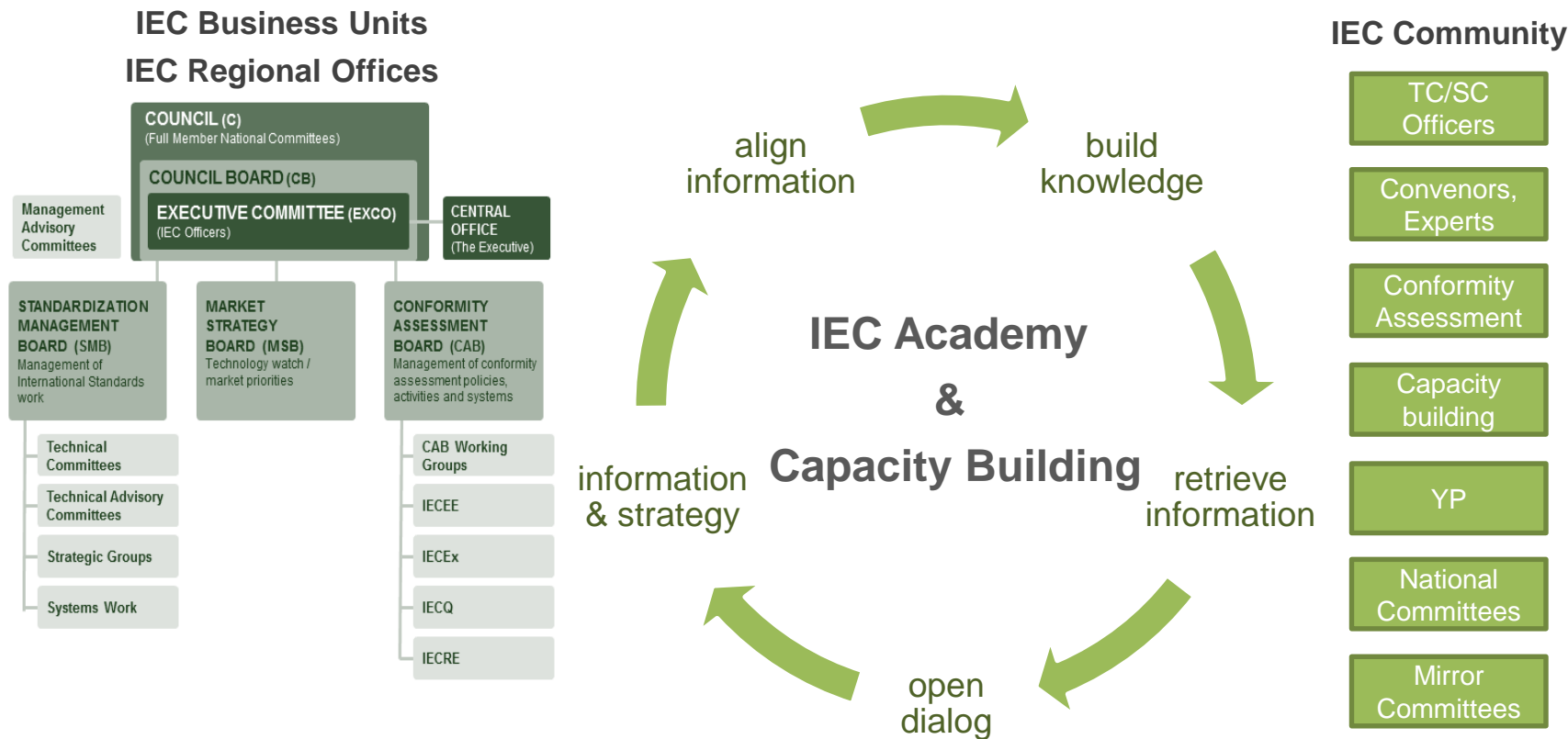## Roles & Learning Plans

Who?

What?

How?

Cross departmental, agile layer

IEC Business Units
IEC Regional Offices

IEC Community

COUNCIL (C)
(Full Member National Committees)

COUNCIL BOARD (CB)

EXECUTIVE COMMITTEE (EXCO)
(IEC Officers)

CENTRAL OFFICE
(The Executive)

Management Advisory Committees

STANDARDIZATION MANAGEMENT BOARD (SMB)
Management of International Standards work

MARKET STRATEGY BOARD (MSB)
Technology watch / market priorities

CONFORMITY ASSESSMENT BOARD (CAB)
Management of conformity assessment policies, activities and systems

Technical Committees

Technical Advisory Committees

Strategic Groups

Systems Work

CAB Working Groups

IECEE

IECEx

IECQ

IECRE

align information

build knowledge

IEC Academy

&

Capacity Building

information & strategy

retrieve information

open dialog

TC/SC Officers

Convenors, Experts

Conformity Assessment

Capacity building

YP

National Committees

Mirror Committees

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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 Website

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
- Publicly accessible
- 33 webinars done in 2018
- Recordings and slides on website

Training the leaders
New TC/SC Officers

- 3 times a year
- New secretaries and chairs
- Geneva and Singapore
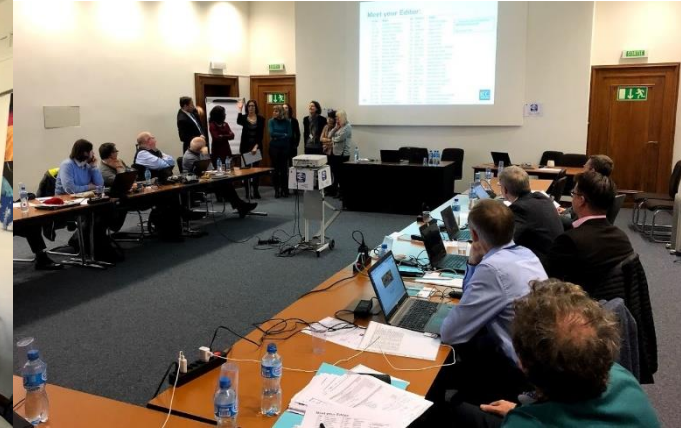
IEC Academy + Regional centres
National Training & Capacity building

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
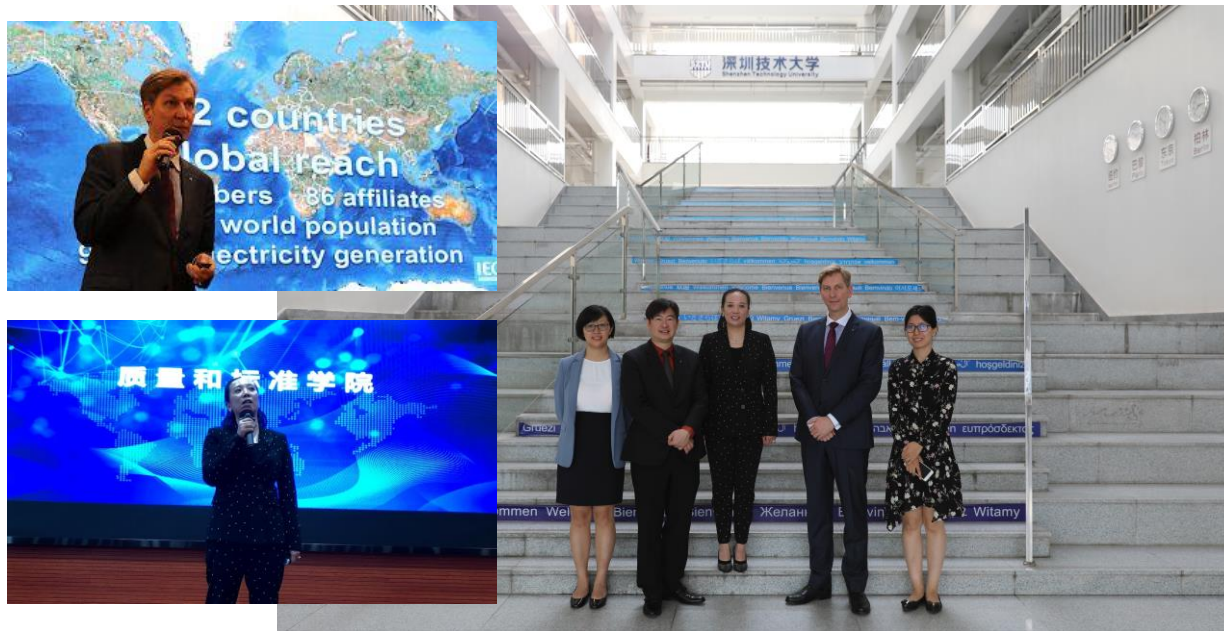
IEC Academy & Capacity building

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

Recommendations for Affiliate Countries

Public webinars
Open to the public

- Available on www.iec.ch/academy
- Publicly accessible
- 33 webinars done in 2018
- Recordings and slides on website

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

eLearning

Training
IEC Central Office training

Webinars and Training Workshops

Date	Time	Title	Location	PDF
2018-01-15	09:30-10:30	New IEC Collaboration Platform - Introduction	Play ▶	
2018-01-15	14:30-15:30	New IEC Collaboration Platform - Introduction	Play ▶	3.12MB
2018-01-16	09:30-10:30	Standards Development Processes	Play ▶	
2018-01-16	14:30-15:30	Standards Development Processes	Play ▶	629KB
2018-01-25	09:30-10:30	New IEC Collaboration Platform - Introduction	Play ▶	

IEC ®

Public Commenting
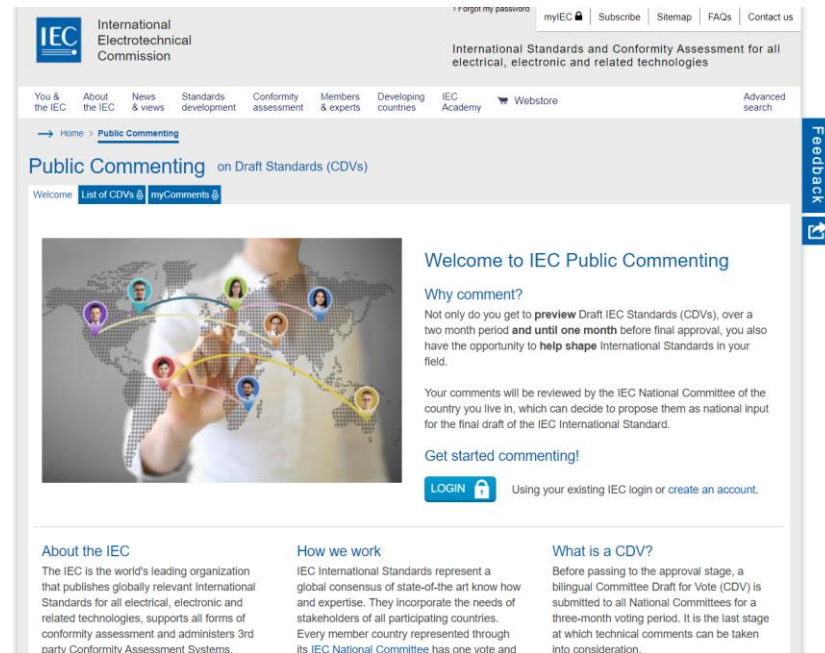
https://www.iec.ch/comment/

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

Making the business case

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

https://www.iec.ch/businesscase/
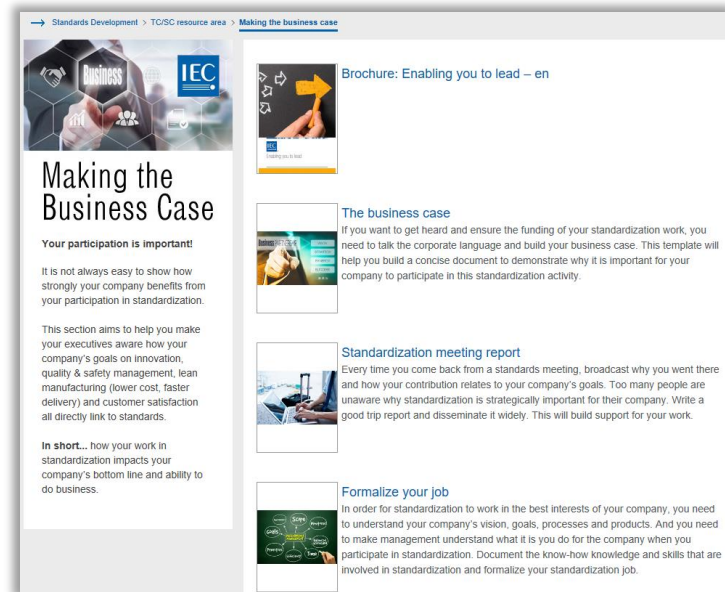
ACAS e-Learning

- **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

IECEE ACAS e-Learning

Electrical and electronic equipment

IECEx ACAS e-Learning

Hazardous environments

IECRE ACAS e-Learning

Renewable energy

IECQ ACAS e-Learning

Electronic components

https://www.iec.ch/affiliates/acas/e-learning

Basecamp Server

FILES AVAILABLE FOR DOWNLOAD

Publications

Multimedia

Presentations

Tools & Documents

https://basecamp.iec.ch

IEC White papers

- **Free download**

- **Latest technology**

- **Find out where to participate**

Artificial intelligence across industries

Microgrids for disaster preparedness and recovery
With electricity continuity plans and systems
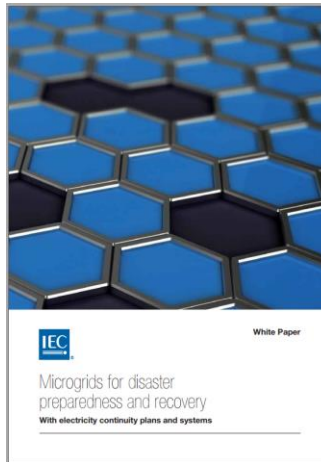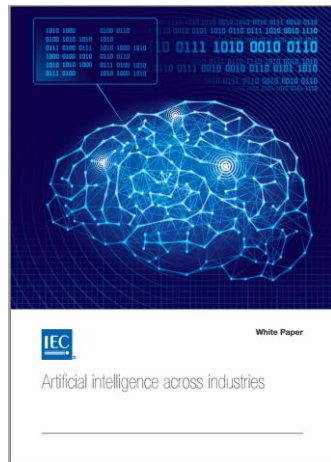
White papers

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

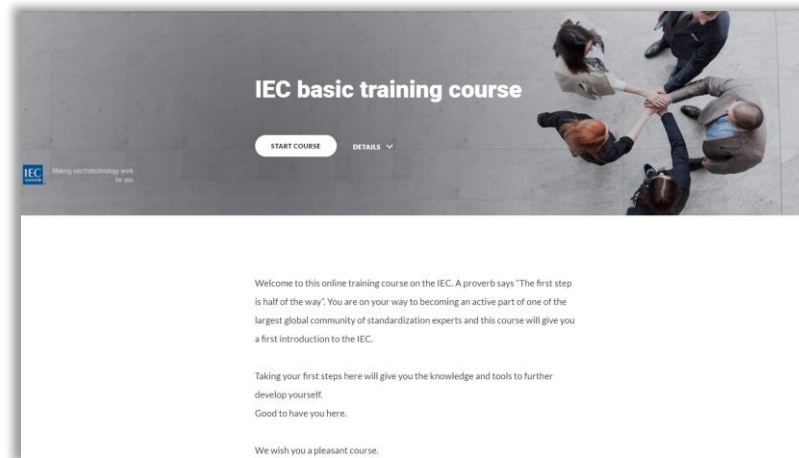Microgrids for disaster preparedness and recovery

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**

https://www.iec.ch/academy/IEC_basic_training_course/index.html#/

Thank you for being active!

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