



## HUMAN CAPITAL DEVELOPMENT

Intelitek's Human Capital Development program is a fully-integrated, comprehensive solution that develops and builds educational and training capacity for organizations, corporations and nations.

The program combines proven processes with advanced technology infrastructure for education, thereby enhancing the educational system and expanding opportunities for all, regardless of the current institutional capacity.

This integration of the Human Capital Development (HCD) methodology with our training technology results in independence for all types of organizations – whether it is a technology training centre or a ministry of education. Intelitek enables you to analyze your educational needs and develop training solutions to meet those needs, now and in the future.

Essentially, by improving the pedagogic skills of teachers, and enabling them to assess and develop the cognitive skills of students, equal opportunities can be given to every individual learner. In addition, we put in place the pieces to sustain the development of the program for years to come.

## What are the Challenges for Today's Workforce?

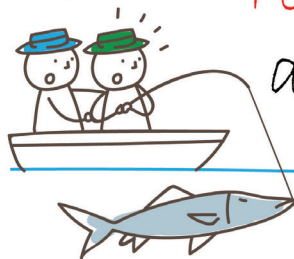
Our economy is changing at a rapid pace, and computers and robotics touch every modern industry. Whether you work in healthcare or finance, engineering or agriculture, industry is computerizing, automating and robotizing across the board.

Without these skills, the workforce of tomorrow will be unprepared for the reality which is waiting for them as graduates. The modern workforce needs to understand how to design, build, operate and maintain technological systems. Adequate industrial education is essential to creating a competent workforce, and yet many larger communities have under-trained populations who do not have the educational systems in place to groom candidates for these roles.

Not only this, but educational understanding is changing more rapidly than ever before. Students have diverse backgrounds, different capabilities, and varying aptitudes for aspects of learning. Many of today's students will be working in careers which currently do not exist. Off-the-shelf educational solutions cannot facilitate varied cultures, backgrounds and student bodies. A modern education system needs to enable students to be self-sustaining, with tools for graduates to adapt to changes in the job market as they happen, enabling them to teach the next generation.

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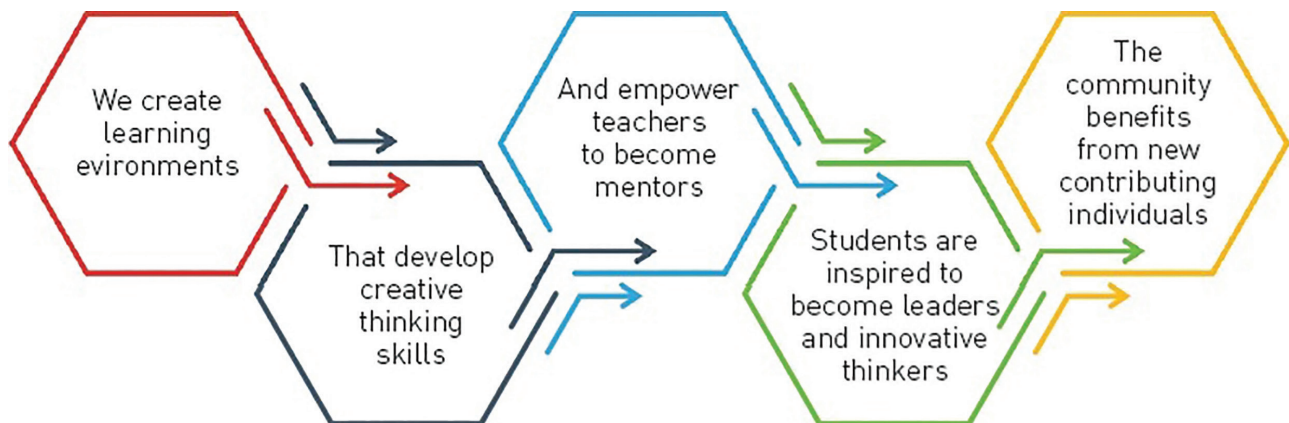
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## What is Human Capital Development?

Human Capital Development is focused on supporting individuals in becoming valuable assets to their community; inspiring lifelong learning skills which can adapt at the same pace as the economy around us.

Intelitek HCD has two clear stages for success. First, we focus on the training of educators to enable them to become better teachers. This process involves moving away from traditional teaching methods. For example, simple knowledge transfer from teacher to student becomes a genuine relationship of trust and mentorship, allowing instructors to become leaders. This structure revolutionizes the way that students learn, as well as how they pass on their own skills and knowledge, and in turn – transforms the workforce they are graduating into.

Intelitek's HCD program has been deployed successfully around the globe. We have a team of experts, partnered with industry leaders, who can analyze, plan, implement and maintain educational programs for any setting. This allows them to implement a forward-thinking framework where teachers, students and administrators all benefit and learn to create a sustaining and constantly updating model for educational success.



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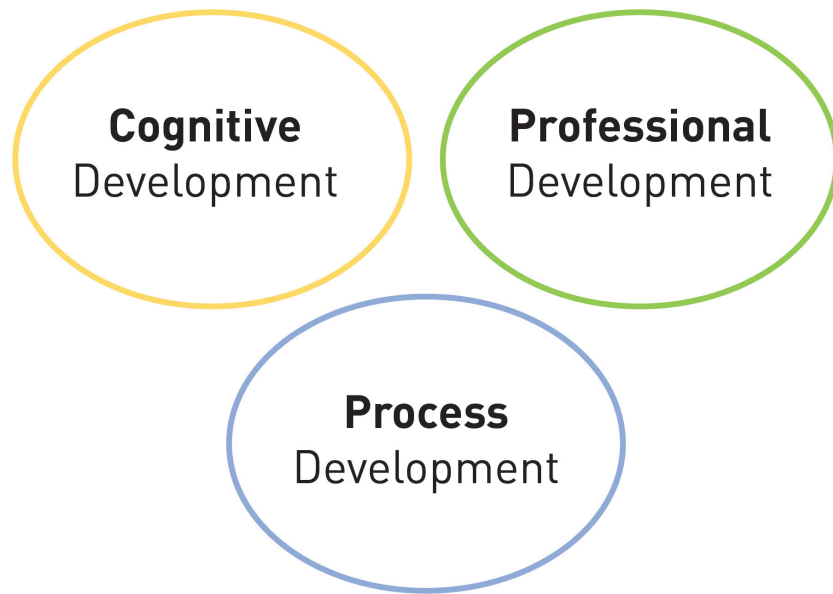
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## The HCD Process



Implementing the Intelitek HCD program is a multi-phase process. The processes, analyzes, and plans allow Intelitek to develop and build an approach suited to your needs and provide the tools to maintain this independently as your needs change in the future. The program includes the following components:

- Training Needs Analysis (TNA) - analyze training and educational needs.
- Learning Potential Assessment Device (LPAD) - a dynamic tool to assess the cognitive potential of teachers and students without bias.
- Integrated Job-Performance Training (IJPT) - a task-oriented methodology for developing training and training systems.
- Instrumental Enrichment (IE) - an integrated methodology for developing thinking skills in trainees and instructors.



## TNA: Training Needs Analysis

The TNA analyzes your current situation, and then recommends a customized solution for both short and long-term goals. In this way, the expectations for the project are clear on both sides, and a real focus is put on the areas which need support and change.

By having experts analyze and learn all the current issues which are relevant for training and qualification of human capital, there is a clear vision at the start. The managers on the ground will be interviewed with a specific questionnaire that can allow them to explain the problems as they see them, and the changes they would like to see implemented.

### The Next Steps

After the Training Needs Analysis is complete, Intelitek work to create a roadmap, detailing the changes necessary to solve the issues which have been found. This is split into key areas, each of which has its own process and unique methodology. Together, it revitalizes and strengthens today's education system for the future.

The final report will have recommendations for change, as well as step by step guidelines for how to put this into place.

## LPAD: Learning Potential Assessment Device

Being able to support both teachers and students relies on being able to choose instructors and pupils who can thrive with this methodology. This is where LPAD comes in.

As the only dynamic tool available which can assess a person's cognitive potential without bias, Learning Potential Assessment Device (LPAD) is used when choosing trainers and educating students to ensure there is a level playing field amongst applicants, despite background, culture or experience. The system is used for the screening and sorting of any candidates, as well as for reference mapping when it comes to cognitive development.

### Why it works

- A LPAD evaluation of the instructors to find the greatest potential.
- Moves away from Standardized Intelligence Tests to infer potential rather than current knowledge.
- The LPAD focuses on three areas. The development of important cognitive functions – i.e. what the subject can learn, followed by how this can be improved, and lastly, how adaptable the subject is when change happens to apply what they have learned.



## IJPT: Adapt to Reality

Student and instructor focused programs are built with the help of the task-oriented methodology for training development which is known as Integrated Job Performance Training (IJPT.) This process takes all the essential training and teaching goals and transforms them into real-work scenarios, to help determine the course structure and content, creating a focused path for real Human Capital Development.

Uniquely, the IJPT method trains students and employees in how to do their role in a wide variety of working situations. The trainees will learn how to adapt and change when faced with many different scenarios. As most graduates are rarely in a role where their tasks are exactly the same all the time, this teaches holistic and quick thinking which is invaluable in the workplace.

### Job Analysis

The major elements of the job are listed, and these will become the foundation for determining the course objectives, creating examinations and defining the content which will be taught.

### Training by Progressive Task Situations

IJPT creates a sequence of integrated performance situations. These might start out quite simple, and then slowly develop to more complex and difficult scenarios which the trainee will have to solve and adapt to.

### Benefits of IJPT

- All the elements of the IJPT, including Training Needs Analysis build on one another, and are connected together with a feedback network.
- IJPT is entirely structured, allowing anyone to benefit from an out of the box solution for training and HCD.
- Training is shortened and made more efficient, which makes it extremely cost-effective.
- Graduates have a clear path for integrating into the workforce with confidence.

## IE: Instrumental Enrichment

Instrumental Enrichment is an integral part of IJPT. Rather than simply transferring knowledge from one brain (the teacher) to another brain, (the student), Human Capital Development focuses on learning how to learn. Instrumental Enrichment is one strategy that is used, with the aim of enhancing thinking skills.

One of the key elements for trainers is to understand that it's the student themselves who can be modified, rather than making changes with the material to be learned. By adapting cognitive functions, the learner can be taught how to learn anything.

By changing cognitive ability, IE serves two clear purposes.

- Developing the individual: Teaching flexibility, versatility, motivation and learning skills.
- Supporting the workforce: Meeting the challenges of changing technology in the industry.

### Benefits of IE

- Rather than passively accepting the individual and limiting them to certain abilities, IE increases the individual's ability to adapt and change.
- IE excites and encourages the student to want to grow and develop.
- Mediation. The mediator is the instructor, who selects the right stimuli, connects them, and controls their appearance. This allows for autonomic cognitive development to lead to conceptual flexibility.
- IE has been used within a wide range of industries, from engineers and teachers, to pilots, mechanics, mentors in business and beyond. When it comes to supporting individuals in adapting to professional environments – IE has the potential for limitless application.





## HCD Outcomes

The HCD program creates clear added value for instructors, and in turn – their students.

### Supporting the Instructor

Often when a TNA is completed, clear issues stand out. For example, the TNA can identify that the instructors need better support and qualifications to enable them to teach their students. If that's the case, there are many processes in place for this reality. This can range from lesson plans or workshops for professional development, to providing instructors with everything they need for a complete overhaul of their process and content.

The HDC program primarily focuses on providing better support and preparation for instructors, and arming them with the right skills and techniques. In the industry 4.0 era, **instructors need to be more qualified in instruction and mentoring than in simply facilitating knowledge transfer.**

### Professional Development Workshops

The process includes running and training participants to run PD workshops to train groups of teachers in all elements of HCD, from designing courseware, to implementing key methodology, as well as hands-on skills and knowledge. They will develop their own cognitive abilities using the same methodologies as they will use on their future students, and a focus is put on expanding their pedagogic and didactic qualifications.



### Qualification of TOT (Trainers of Trainers)

Training of Trainers is an essential part of the Intelitek HCD program, ensuring that the teachers have the skills, not only to hand over their knowledge to the workforce of tomorrow, but to train future teachers themselves creating a perpetual system for success. Once the system is in place, schools, municipalities and governments can rest assured that they have made a long-term change to their education system.

## Case Study: SINAFOCAL

In 2015, Intelitek HCD was commissioned by the Ministry for Labor in Paraguay, specifically to help SINAFOCAL – the National System of Training and Labour Training. Students had the potential to thrive in the workforce but needed support with knowledge and essential problem-solving skills. Additionally, teachers and training centers deserved to gain the essential tools to support their students, which included moving from knowledge transfer to a mentoring role, as well as the ability to measure student potential. The Ministry for Labor understood that within the next decade they would be facing a real problem, and that they needed to change to prepare for the future.



Through HCD, SINAFOCAL received:

- A LPAD evaluation of the instructors to find the greatest potential.
- A customized program targeted to the region, neutralized for bias and adapted to suit their student's needs.
- 31 months of training for the instructors, using IJPT on the job training. They worked on teaching LPAD, Instrumental Enrichment, Soft Skills, and Curriculum Development.
- 276 qualified experts who graduated from the project, including 20 managers who are trained to set new goals for new methodologies in the future.
- A centralized distance learning system, with 16 qualified teachers to create new learning modules.
- A roadmap for development spanning the next decade.



*"One of the most important outcomes for me as an instructor is that we will be able to come out of this course and be able to design and implement our own training programs, with the exact skills needed to fit the industry."*

**Belinda Cristaldo, an instructor and participant of the program**

## Added Value of Intelitek HCD

From the moment a Training Needs Analysis begins, to the soft-exit from a project, the HCD focus is on developing the best self-managed education program possible for the unique needs of the client. For many regions, HCD truly helps to build the workforce of tomorrow. Intelitek HCD provides:

- A qualified TNA and development team that analyze training needs, develop training solutions and train new teachers
- A qualified cognitive skills development team that can teach students from primary schools to the most higher level of education
- A qualified cognitive assessment team to conduct group assessment of the cognitive potential of the students

These elements increase probability for the success of the training, improve the learning capabilities for both instructors and students, as well as enabling diversity, accessibility and equal opportunity.

By identifying the unique problems, and creating targeted guidelines for change and success, HCD programs are revolutionizing educational spaces for educators. On top of this, by introducing pedagogic and didactic tools, a shift is being made; from simple knowledge transfer which is outdated, to learning how to learn.

## About Intelitek

Intelitek is a world leader in technology training solutions. At Intelitek, we transform education across the globe with comprehensive technology learning solutions. Our innovative tools and technologies empower instructors and inspire students to improve the world around them. We understand the changing needs of your career and technology classrooms and design flexible solutions that meet those needs.

With sustainable support and professional development to ensure the continued success of your programs, Intelitek programs deliver the competencies needed for in-demand careers.

At Intelitek we are producing results for students, teachers, nations and economies.

