

Pedagogy Matters: Episode 21 Transcript

Hello and welcome to the latest episode

of the Pedagogy Matters Podcast.

Purpose of this podcast is brought

before some key topics of conversation

in relation to learning and teaching

to discuss breakdown aspects of

practice and provide snippets,

advice and guidance as to how to

integrate these into our daily practice.

Today I'm delighted to be joined by Martin

Maguire World Skills UK director

for Scotland and we look at the

World Skills Martin good morning.

How are you? Good morning Jonny.

Yeah I'm good thanks.

I just thought well,

thanks for joining me this

morning and obviously it's a top

of weissport more quite a bit,

and I think we kind of really interesting

conversation for others to hear.

So I think we need to kick off.

I guess for those movies that aren't

aware around what World Skills UK are

kind of what they do when you feel

my pain providing a bit of a bit of

context will kind of take it from there.

Sure, yeah yeah.

Well Worldskills UK is the is

the other option body for UM the

countries within the UK to to

compete and to be part of the

World Skills International Network.

Uhm,

part of the the what?

That World Skills UK engages in is

organizing the regional and national

skills competitions in the UK.

But we also play a part and an access

and international best practice

as well as the main koengen to

to that little skills movement.

The World Skills UK Organization

also selects the the UK team

that will take part in the the

biannual Skills Olympics.

It takes place every two years and also

the euro is that take place each other.

Yes,

it's a bit like it's about like the football.

Euro is one year and the

world's the next and so.

So that's part and parcel of

what we do at Worldskills UK

also come since the pandemic.

Of diversified quite a bit as well

around because criminal because we

couldn't stage a a big national

competition in Birmingham as as we

normally do with 70,000 people coming

through that over over three days.

So we have diversified into we can have
more online activity through our careers,
advocacy and also and how we
deliver excellent programs as well.

So so quite a shift in the
last year and a half.

But I think one that's the.

It's been fairly successful as well,
joining no fantastic.

That's gonna really try some more.

Like would be good to start with.

You know the the competition is
first and foremost you know.

So obviously I've had experience
with this kind of with students
with kind of teachers and lecturers

I've worked with in the past,
but in terms of competitions,
can you tell us?

Well,

but but what they are and

how many of them are there?

What sort of disciplines and

kind of what does that mean?

Yeah,

the the competition is themselves

first then sex toys in vocational

areas that the UM.

You can compete under those

frameworks that they sat there and

of devised an international level.

Uhm, and what takes place here in the UK

is that we have regional competitions

whereby lectures you know can enter

students into that competition under

and not chosen vocational area.

At the end of their successful original

level will get the opportunity to

compete in national and that up until

now has has been been a Birmingham NEC.

Where will students could get

into that event and that stuff?

That's a fantastic occasion.

As I said, you know there's there's.

Those similar thousand people come through

that over that 3D period because it

also is a about careers event as well,

and young people and their parents

would get the opportunity to

come through and see skills.

You know, skills actually an action.

If you like, you know.

But when you when you live there,

it's just that whole world factor

of seeing such a vast area and

space but filled with young people

delivering skills to to the very

best and then build that sprinklers.

Joining, also hairdresser,

so beauty therapists or card engineers

or whatever you know it's just a

fantastic experience to go there

and and and just see these really

really high level of skills taking

place and young people you know.

Participate in and not only competing

but actually showing off the skills that

they have and the level that they can

walk to so that competition takes place.

And then young people that are successful.

Will get the opportunity to enter into

the squad for the UK team and hopefully

they they make that team and then go and

take part in the international competition.

Then the next month or national

competition is in Shanghai next year.

And the last one that took place was in 2019,

and 'cause I'm not sure and I was

really lucky to to get to that.

And it was an incredible experience.

Just you know the the the plenty of videos

on YouTube over if anybody gets the chance.

I would recommend that you take a

look because not only is a really

fantastic export of of skills,

but it's just a fantastic experience

for young people to go there.

And you know,

I was in ribbon keys and the

football team's stadium.

That's for the the opening and

closing ceremonies took place.

The 40,000 people there.

President Putin, the what? You know.

It's just an incredible experience.

But also I think.

Just a celebration of of skills

and so so yeah, you know,

as I say,

you know we have young people from

Scotland to start off,

and that if he college with the

lecturer Putnam forward for a

regional competition and all of

a sudden you know that you know

they're participating in Kazan and

then an international competition.

And coming by,

I have to see with you know we

had some success there with five

members from Scotland is part of

the UK team injured on combined with

Medallion of Excellence which was.

Incredible stuff.

So yeah, so that that's the killer.

That's the format and that's that's the

opportunities that are there for for

young people and Scotland to take part.

I think that's fantastic and and

again for those that not only listen.

Haven't seen the the breath competition.

The first thing I would suggest

to do we can go on,

you know Google have a look on the

world's website lists or different

competitions there and there's

a kind of alluded to it start.

I've had experience an initial the

fitness trainer competition where we

had a famous quote out the burner

NEC and that was just fantastic.

They actually love this.

And it it wouldn't us for their career,

because obviously the personal training well.

For example,

it's all about kind of building on

profile and all confidence in this this,

this,

this table aspects and again

linked to that one.

There was a lot of support there for

the learners and then in a second

college we had a roofing student who got

the gold medal in England and he went

there 'cause I think potentially as well,

you know?

So anyway,

it's a fantastic experience for

students to get involved with

and it involved with rather.

But often I guess from my own experience.

Or the lecturers was out to

the sports department then?

Actually, how do I celebrate my shoes,

hold that,

provide some competition for my students?

Well, this is already made example of

where where that can be provided you know,

so it's a fantastic opportunity.

And I think the key,

but you mentioned is skills development.

Yeah,

through the pandemic and post pandemic,

you know there's a lot of the narrative

is around or the feature of our kind

of economy is built upon skills.

Yeah, it will be fantasy.

This some kind of oh this is

just what we do with lectures.

Anyway,

you know we developed the skills

of our students and their vocation,

health and progressed industry,

but this is really opportunity to

to give students that opportunity

to develop their skills and compete

against other people within their discipline.

Yeah, absolutely, yeah.

Yeah you're right.

I mean, the competition is a

means to an end visible reason.

The profile,

but also the allowing young people

to to develop the skill and to

try and be the best that they

can be in that in that skill.

And and if we can, if we can,

you know, permeate,

permeate there across the organization,

they're not.

That's a really good thing as well.

And you know,

some people have gotten better

locked into gently competition and.

For some people it's just not

for them at all,

and that that that screen,

and however what we've found,

and I'm talking about from a

win college experience sister

when you do have the lectures,

for instance who are involved

and whether it be regional

or national competitions,

what they can bring back to the

college today and spread with appears.

It's fantastic as well because again,

that opportunity to work with people

out worth their organization.

To to see the best practice that's there.

To learn from them,
to understand what the latest
techniques and the chosen the
occasional area that they're working on,
what industry wants and and to
bring that back into the college
is a fantastic advantages well from
from taking part in these these
competitions and again from a personal
development perspective for lectures.

That's really good as well,
because that means that they're
at the top of their game.

That means that they're they're working.

At the very,
very best in their field and not
knowledge and understanding the decade,
then they can bring back to their own
workshop or classroom environment.

So so there is a there is a kind
of win win for everyone there.

And I also think that that that

you know it's good for the college.

You know,

the college you know is working

a particular level with,

you know within a skills discipline

then industry recognizes that local

industry recognizes that there are

spin offs for the college as well.

If they're working to those standards,

and that's recognized because of

the partnerships that they can

then engage and with industry.

So, so yeah, I don't.

I don't see any negatives and I

have to say sorry, you know,

no, I I think actually right now

the phrase which have you know,

came across throughout my career in colleges.

And I can overuse consciously,

is that good daily practice and

everything you've just said.

There comes back to that, you know,

so so naturally, you know.

And this happens without the

competitions as well.

But it's a useful tool to.

To develop that awareness and breath

and then we could allude to earlier

in terms of World Skills International

looking at international standards.

Benchmark and sharing best practice

and element sign up there as well

was actually if we collectively

across colleges and workforce can

continue to to always strive to

be better and kind of making sure

that the skills developed we we

instill within our learners within

our our daily practice is to a

certain standard then that will only

benefit ourselves, our students,

our industry and our I can relationships.

That we can't see.

That's wrong, ugly and dumb.

One of the things that that that

that that really uhm encouraged

me to get involved more with the

world Skills Movement was the fact

that we were talking about these

sexy oiled up vocational areas

that they currently working and.

The frameworks the occupational

standards in the frameworks for those

areas are refreshed and updated on a

2 year basis and what happens is that

when these world competitions take

place once the competition is over,

the experts stay on and they get

together and they look at the framework.

And they look at what's currently

happening world.

We'd had been not perfect about discipline

and the update under the fresh.

And they do that in conjunction

with international standards,

but also with the industry and put his will.

And once those are agreed,

end of disseminated across those

countries again for people to use.

And to me that that is such an

important facet of World Skills

International because it means that

the other young people are working.

To those standards and are working

to the most up-to-date standards and

the reason that they possibly can be,

and I think that's really,

really important for for us here in Scotland,

not only for for education purposes,

but for our economy as well,

to ensure that that that we know that

that the programs that we are working

and have the most up-to-date they can be.

You know,

if somebody said why don't we get

experts together in a particular field

to look at any idea? Well, it's.

Actually Hartman, Hartman.

Through through world skills and and

and for me that was one of the big

draws there is then we get we get to

that table which is really important and.

And Kiss and Shanghai.

But she had the chief expert for

the cab Cam will be one of our

other lecturers season Scotland.

Barris Kia then who's head of

engineering and you call his launcher

and and that's a fantastic actually.

Nobody's been working with world skills.

Got the competitions for years and

being part of that as a as a skills

coaches and assistant training

manager and training manager.

But he is now the chief expert,

a four foot CAD Cam engineer and he was sad.

Yeah,

you you know with his peers and be

part of our process of developing

the CAD standards will wait and

but he bring that knowledge and

understanding bike here to Scotland

and his own college and into the into

the you know the classroom at all.

His students will get the benefit of that.

So we need more people that

get the opportunity to do that.

And I think in Scotland so so

again you know I really cannot say

the benefit if you like of.

I've been involved in in the

World Skills movement, yeah.

No,

no,

that that's fantastic and you

absolutely right.

In terms of Barry in terms of his
expert status and and the ripple
effect that will have in terms
of his crippled design,
that kind of colleagues that he
works with but also any connect
external groups he works with now
can take my next question, you know.

So for those that either aren't
currently involved and want to be
or kind of want to be aware of the
developments across different competitions,
how would they find out about this?

You know something when average
lecturer within.

Uhm,
one of the colleges he was interested
in in in one of the competitions
is on the website.

Does website have that sort

of information in terms of

the skills being developed and

the standards expectations?

Yeah, there's there's. There's that.

You got the World Skills UK way of saying

you see you know how to get involved.

There's a whole,

there's a whole range of of.

Packages and information there

that can be downloaded. This.

That's how to do it but but but

19 colleges in Scotland currently

take part in middle schools,

so so there's someone in your calling stuck

at the moment will be will be doing that.

So I would you know.

And if there isn't then you

know contact me I'm I'm happy

for people to do that as well.

But but the vast majority of colleges

in Scotland have someone there who who

is actively taking part and and and

world skills activity at the moment.

No, it's fantastic and that takes out.

The next bit is for some of the kind of

location areas where there's no competitions.

Actually,

there's still a lot of information

in the World Skills Hub and on the

website which actually comes back to

development of general skills and.

And yeah, it was.

Is that fair to see there as well?

Absolutely,

because a lot of them that maybe

touch on and some of the discussion

that are in the center of excellence.

It's that.

A lot of the skills that the the the

practitioners and learn and use them

when they're training youngsters

for competition can be generic.

That can be used after OS subject areas.

Whether you're in competition or you

know that continuous improvement

that that reflection and you know

what you do in the classroom and

and understanding what excellence

looks like all of that you know

can be applied regardless of of.

Really, you're taking a student to

a particular competition on one.

And again, I think that's.

That's what the the you know.

The world skills activity brings

brings back there was there was

research conducted there probably

two years ago there by the scope

unit at the University of Oxford and

what they concluded was that the.

But the process is,

and the techniques that the train

managers employ and and and getting

young people prepared for competition.

A lot of them could actually be mainstreamed,
into day-to-day curriculum,
activity and teaching practice,
and that's around.

You know how you understand
what excellence looks like,
how you engage in the very best,
and that's what your practice is about.

You know how you can,
how you look at continually improve,
and then what you do not just
about competence, not just a bit.

Passing a module to see that you've
you know you've achieved that,
but how do you actually look at?

What was the very base skill level for
God and how do you define continually
defining? How do you assess?

How do you deflect any feedback to students?

And how do you continually practice

and improve and improve and improve

'cause it's because we normally

doesn't matter.

If you're a football or tennis player,

or a hairdresser or plumber, or join,

or you need to practice those

skills to become really, really,

really good at them and become.

Excellent,

so it's so that all of the you know

it isn't just about competition.

It said that that means send those

processes as well and that's at the

center of excellence is about now.

When the Bank of the mishaps that was

conducted and NCFB the the awarding body.

Bones are ship money up for

world skills to put in place.

A pilot program,

a three year pilot program,

then looking at the Center of Excellence

across the UK and there were 2020 ecologies.

In the first year,

will.

But allowed to be part of that and

50 or doctor Scott and applied and

two from from Scotland was successful

and another one that is not even

admitted into the the second year

over and and what that involves is

that the that the staff thank staff

from each of those colleges will be

exposed and we think through and the

center of excellence process around.

Who staff with engaged and think about

that continuous improvement process

and looking at you know pressure

testing within their own classroom

looking at and how they would be.

They would look at the billing

process he's within within how they work.

You know how they can continually improve so

that students are thinking about excellence.

How they reflect on their own

performance as far as you know

what it is still producing and and

that I start to show real benefit.

Now joining, you know,

that's the first year completed.

And the feedback channel that we've

got is that that the colleges

are finding this of value.

The idea then would be that those five

members of staff that have gone through

the first year but then can skate that

with another five members of staff,

each in the center of the

program and their own college.

But but but but what new hearing and

seeing is that some colleges are taking

us even further and from their own,

and I should have in fact one college

and England will put 150 staff.

The second year,

then you know they'll they'll fund that

and and and facilitate that themselves.

So leave obviously seen an immediate benefit.

And then.

So so so this whole idea is not to

gather some momentum around how

we do we look at best practice

and how we're trying in bed.

It was skills and techniques and and

and updated the teaching process is.

No, I think it's really interesting,

you know,

kind of really interesting and

and going back to elements of,

you know, simple skills development.

You know I've had many,

many conversations in the Arabic.

I work with actors from learning and

teaching perspective around hope.

Hope they kind of make it stick.

You know,

it's up to peak in terms of

that kind of ownership.

I know big believer in,

you know,

taking students on that journey with him.

Kind of given them that ownership and

the opportunities to really monitor on

skills development and but didn't be taught.

That is the keyboard they need,

we told the kind of processors.

And going back to the website and skills,

so there's a lot of

different things on there.

For one more series for Kinder for

lectures involved both in world skills

and not in world skills to look at that.

And there's some real transferable

approaches and skillset and mindset

and approach is said approaches again

to be utilized within daily practice,

and I think that for me that's the key shift.

Yet it's not about that one off competition,

it's not about.

That's fantastic for that one off

student or the top three students

who get to go there.

But actually, what are the rest?

Of course. Well, actually.

If teaching practice develops the mindset,

the skills,

the attitudes and behaviors when the

students fantastic, that's for me.

What will discuss is all about in the

the one student got the competition

or or kind of representing the

college at the national competition,

is is also the cherry on top of the cake,

but it's actually it's at.

Yeah, slap him and you're absolutely right.

You know the those that go to competition

and then become elite them finding

their their the you know the peak of
the pyramid and and some of these
are more interested in that volume at
the base of the pyramid throughout.

We are getting the opportunity never
will take competition, but again,
no opportunity to to walk to
these standards and then improve.

Continually improve.

You know the the process and and the product.

I feel like. Yes Sir, I also come on board,

but now I've seen that first time

twice with two examples of this in

the fitness trainer competition.

I know exactly what you mean.

We had to see a court of 25.

Trading one wrestler competition.

Trenton didn't want to do it.

You know, it just wasn't there.

But the difference is their daily

lessons were still kind of focus

on these standards and skills and
expectations and drawn in the benchmark
and the best practice stuff that would
derive from some of the competitions
and that for me is important,
but it's not shifting in and kind of
teaching election and but the keyboard is.
It's the links to industry and in the
awareness work being current and relevant,
because ultimately that helps
the students progress.

In the industry,
at a certain skill in certain standard.

So yeah, I think it's fantastic
and just touch upon that.

You kind of mentioned the center of
excellence and kind of how that's worked.

I guess the the real question now is
some people think that the kind of more.

Uh, advanced individuals become more
experience of world skills, right?

Great within that, what next?

No, what is next for?

For Scott now? What are your hopes?

Or what is a feature for Scotland?

And kind of your beliefs?

Yeah,

I mean.

A team at the moment?

Well, there's. There's a fair

amount of reviews going on with.

Get the look at Scottish funding Council

here and it was really pleased that

that that one of the recommendations

for Scottish Government was around

world skills and and how you know they

should look to explore them, you know?

But elation ship with world skills

that that the lanes worth and buy

some bushings here in Scotland and

also within that recommendation,

there was a recognition that

it wasn't just the competition.

It was about much more than that.

It was about international standards

and benchmarking. And all of that.

So. So for me, that was really good.

And and in response to that and

the Scottish Government there.

The week before last published on

response and they said that they were

sympathetic to that and they would

look to to explore that further.

So I think these are really,

really key important developments

alongside the UM.

The college Principles of Scotland

of endorsed the paper that I put to

them or few weeks back as well and

and within that people I was looking

for a a an infrastructure in Scotland

which would which would effectively

put a center of excellence for Scotland

in place and that every College in
Scotland could access that if they wanted to.

Could access that now that require
funding or require you know people
to to be employed to deliver those.

You know the skills.

Goat cheese or whatever,
but I really believe that dumb, you know.

Scotland needs that
infrastructure on its own.

You know we do very, very well,
but worldskills competition is
that you know the for the last,
you know.

Since 2013,
a college from Scotland has been number
one in the UK at the UK competition,
and that's fantastic.

So we do have that really good infrastructure
as far as what happens in college.

Ease them in it and how we can.

We can end.

We can, you know, get our students to that.

National level,

what I really want to see is that as

we take our place on international

seat and bring back there that based

practice and Hulu allow staff and

other colleges to experience and get

the opportunity to to to develop excellent.

So then it was only three colleges in

Scotland are part of that process.

I would like to see every College

in Scotland getting the opportunity

to be part of that process and then

ultimately all staff in Scotland.

Everyone you know to understand.

And the you know process is the

techniques are and get the get

that opportunity to to improve.

You know their own performances.

We also so for me that that that that

is something that I would deal a lot

to see for Scotland and the future.

And I think it's I think it's

something that that that not only

would be good for a Fe sector,

but also I think for the.

Working with industry and improve

employee activity because it

ended the day. You know it.

It's all about how we can provide skilled,

skilled workforce that's at the very

very best they can be to to improve the

productivity of the country that that

that's the whole reason why we fund,

you know, and skills and skills

development is to make that contribution.

No, I think I thought, yeah,

that's really interesting and you're

absolutely right with our final sensor.

But we're touching points at

the very start in terms of.

Every conversation you have

all kind of feature.

The economy of the sectors is skills

based and I see this is just an

opportunity for for lectures for

students to have a greater awareness

first and foremost on skills.

Requirements certainly develop them then.

Thirdly,

where there is a competition for them

a challenge their skills against other

people in their discipline, you know.

So I I totally agree,

it's really interesting.

And as you alluded to also

towards the end this isn't new

for some called in Scotland neck.

So cold, it's got done fantastically well.

I quite a lot of these

competition for PewDiePie.

Yes,

it's how can we disseminate this further,
you know, and have that ripple
effect both internal encoder,
but also across the wider scratch sector,
that's.

Some of the elements of learning
campus become part of daily practice,
you know,
and not just within those isolated area
as well as individuals or are killer,
participate and doing fantastically
well in competitions.

It's helping we support that
further to improve.

No,

I think that's fantastic and I think yeah,
it could be a really interesting
next six or twelve months.

As you mentioned,
those different conversations that
are going on as well as different

opportunities that are out there and

fix it from my experience in England,

world skills wasn't really a big thing.

But then came about and it really picked up.

Traction and pick up some pace and

endlessly kovid came in and and

impacted that to a degree in terms

of the face to face competitions.

As you mentioned the the big event

that kind of burner NEC but it's

also given opportunity to think

and reflect and actually where can

we go further and really develop

the the kind of the skills not

use kind of broadened out and as

you mentioned there with with the

engagement and involvement FEP

have a big organization in England

that's a positive there as well as

have recognized that and they're

a big believer in,

you know development technical skills.

Yeah.

Just fantastic,

so no really interesting conversation model.

So I think just to close it off.

I guess we useful for any kind of

final words or top tips or people

are thinking right interested?

What next? What do I do now? What?

What are your thoughts or ideas there?

As I said, if anybody is interested in,

you know they can get in touch with me.

They can, as I say,

there will be someone in their college,

probably who's involved at the moment,

and there's loads of information available

on the the World Skills UK website as well,

but I just think that you know it's it's.

It's one of these. It's one of these.

Participation is that which

you know once you're in there,

you know if you speak to staff

to get involved, you know they,

they just, you know.

There are just so many benefits of of

of of being involved because you're

working not only with peers and then

your organization or in your discipline,

and it's gone,

but you get the opportunity

to work with with people from

an international perspective.

And that's been one of the great

things that that that's come out of.

The pandemic is that the whole

virtual opportunity to to engage,

you know,

after the opportunity to to share

best practice events over the

last year and various disciplines.

Some that I had no understanding

and knowledge of at all,

and but what was great was that
there were practitioners from across
the world that were taking part,
and they were sharing their their
expertise and how they develop the
skill and that particular subject
and what the issues were about the
problems they were finding in their
own colleges or training organisations
and put the solutions where as well.

So that's great,
but this great knowledge,
sharing and close that as well.

And I think you know when you get
practitioners in a particular subject.

Coming together and it,
it's fantastic and and all the
issues are the same,
but the solutions at times are
different and it's so you can
share them and and that's for

the greater benefit of everyone.

So yeah I would.

I would encourage anybody to to

get involved in in world skills.

No, it's fantastic one again.

After reading at some point around.

Yeah, we did get it.

It's free professional learning.

You know without doing it because of

something you are actively engaged

and you want to develop better.

But like I said, there's a.

There's a whole host of opportunities

to do that there as well. We're not.

That's fantastic.

Well Mark, thank you very much for your time.

It's a really, really interesting.

It's going to get a nice snapshot

into world skills and kind of

different levels there as well.

But yeah, I totally recommend come website.

There's some really interesting

resource is there?

It's it's all free,

which is probably most important,

but there as well.

Well, fantastic, thank you.

Please join.

Yeah.