

# GLOBAL LABOUR UNIVERSITY ONLINE ACADEMY

## DIFFERENT LEARNING MODELS: DIFFERENT LEARNING OUTCOMES

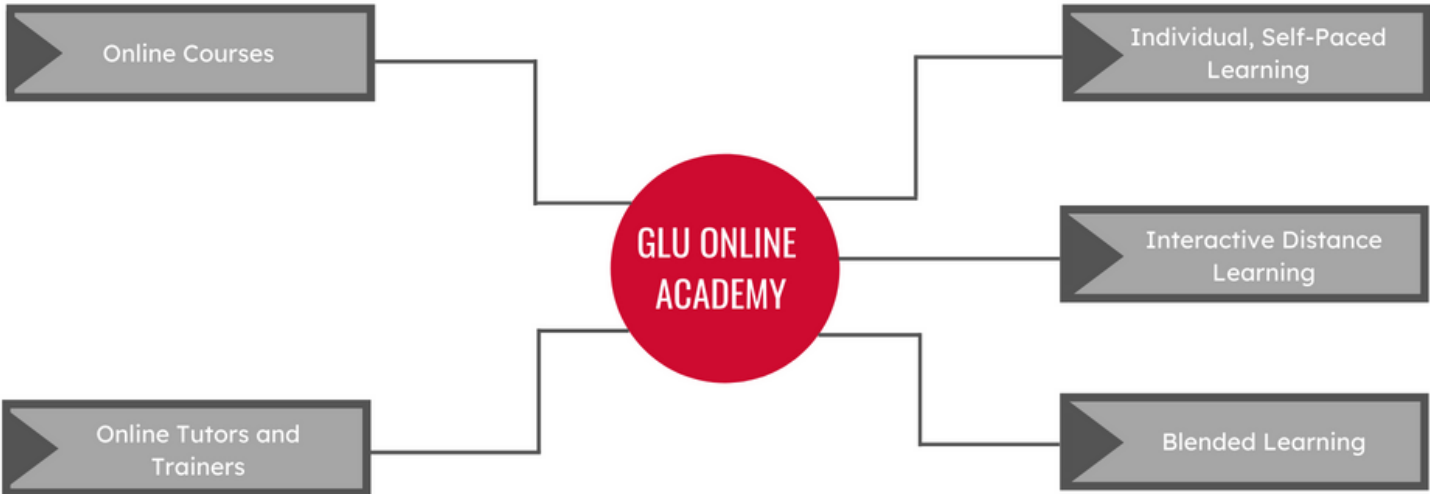
## ONLINE ACADEMY EDUCATIONAL MODEL



- 1. Individual, Self-Paced Online Learning:**  
To gain knowledge on the course topics with little or no interaction in real-time. All learning is based on open access video lectures and reading materials available on the course platform.
- 2. Interactive Distance Learning:**  
To deepen the knowledge of the course topics by providing spaces for engagement in real-time with experts and other course participants, such as:

- a. One-hour zoom workshops with the course experts to discuss specific questions on a particular topic; and
- b. Online study circles organized and supported by online tutors during the tutored phase of the course. These include reflections on the learning process, discussions on the topics of a chapter and watching and discussing related audio-visual materials.

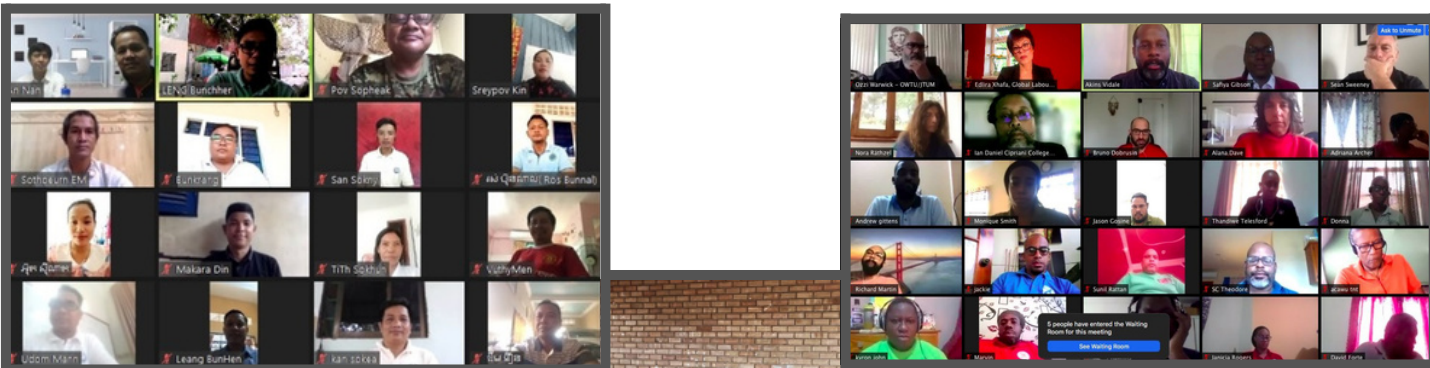
- 3. Blended Learning:**  
Goes one step further from the interactive distance learning model to initiate discussions around the course topics in organisations and communities. The certified trainers of the Online Academy organise localised workshops bringing together course participants from the same country/region to contextualise the global debates and discuss possible strategies and alliances on the ground. For participants unable to access the course, either because of language or technological barriers, the certified trainers use the content of the online course to develop the modules of the localised workshops. Local experts on the topic are also engaged in the blended learning model.



### Study for Free: Get a Certificate

Accessing and studying in our online courses is free. Completion of an online course is recognised either through a Certificate of Participation or a Certificate of Accomplishment, which can be obtained from the course platform for free.

The Online Academy provides scholarships for obtaining either certificate to all course participants from the Global South and trade unionists from the Global North.



Cambodia workshop

Trinidad & Tobago workshop



South Africa workshop

- Providing complementary and new opportunities for labour education creates synergies with existing programmes by trade unions, other labour-support organisations and universities.
- Supporting trade unions and labour-support organisations with new educational content and networks of certified tutors/trainers, many of whom are GLU alumni.
- Responding to workers and activists with different time availabilities and interests.
- Popularizing labour issues in the public debate and supporting the creation of learning communities and alliances around the most pressing issues.
- Strengthening the digital literacy of trade union members and labour activists.

## AN INNOVATIVE LEARNING MODEL: EXPANDING AND CREATING NEW POSSIBILITIES

*Founded in 2014, the GLU Online Academy is a pioneer in online education offering decentralized, globally-connected learning spaces for workers and trade unionists. Thousands of participants are connecting through these learning spaces in vibrant debates about social and environmental justice, workers' rights, political freedom and democracy. The free online courses developed by labour academics and activists are combined with webinars and localised workshops, and supported by a global team of certified trainers.*

## KEY RESOURCES: MASSIVE OPEN ONLINE COURSES (MOOCs)

Since its establishment in 2014, the GLU-OA has launched over [20 Massive Open Online Courses \(MOOCs\)](#) developed through collaboration with top labour experts from academia, trade unions, and other labour organisations in the Global Labour University network. Thousands of people from across the world, regardless of their location and prior education, are able to access video lectures from some of the best experts on various topics related to labour.

- Nearly 25,000 users combined (May 2022)
- Majority from the labour sector
- Spread equally across the Global South & North

The main elements of an online course are:

1. Video lectures of around 6 min.
2. A set of quiz and discussion questions for each video lecture.
3. A key reading of 2,000-2,500 words expanding on the topic of each video lecture.
4. A selection of additional readings for those interested to study further.
5. Discussion spaces where participants can learn from and with each other.

In addition to English, several courses are also offered in other languages, such as Bangla, French, Hindi, Khmer, Portuguese, Russian, Serbo-Croatian, Spanish, and Turkish. The courses are hosted by the online learning platform iversity.

## KEY RESOURCES: TEAMS OF ONLINE TUTORS AND LOCAL TRAINERS

The Online Academy is currently focusing on the development of teams of online tutors and local trainers to support the distant learning process in general and blended learning in particular. The trainers/tutors use the content of the online courses to develop contextualized modules for people-centred learning. Trained on principles of radical/critical pedagogy and adult popular education, they are a crucial resource of the Online Academy for building new spaces for social learning and political engagement on the ground.

This process started in early 2021 with the development of a Global Team of 47 online Tutors and local Trainers (GTTT) from 20 countries, namely Argentina, Austria, Bangladesh, Brazil, Cambodia, Germany, India, Kenya, Nigeria, Peru, Philippines, Serbia, South Africa, Switzerland, Trinidad & Tobago, Turkey, US, Vietnam, Zambia and Zimbabwe. The trainers used the content of the online course [Just and Green: Labour's Ecological Question](#) to deliver nearly 60 localised workshops reaching over 1,100 people from trade unions, communities and environmental movements across all sectors including agriculture, extractive industries and garment as well as the public sector such as health, waste management and transport.

By bringing together labour, environmental and community activists in a [project of popular education](#), these workshops have created spaces for bridging academia and activism, for a dialogue over tensions and contradictions in the environmental justice movement and for developing strategies and alliances for a people's centred "just transition". The GLU Online Academy is currently working to develop regional teams of trainers/tutors in Africa, Asia and Latin America.

The GTTT experience on the topic of environment underscores the potential of this model in both diffusing and contextualizing global debates, but also in bridging ideas and activism. When anchored in solid organizational structures, such as Global Union Federations, this model can play a key role in supporting political projects for meaningful change.



GTTT workshop, May 2022, Kassel

### Role of Tutors and Trainers:

- organize localised workshops on topics of the online courses
- tutor online courses
- support the development of other trainers
- engage in the development of new courses

In Trinidad and Tobago, the localized workshop of the certified trainers of the Online Academy was transformed into a political event halting a "Just Transition" government bill which was not consulted with labour and opening up a broad conversation with over 150 unionists on a "progressive just transition" from a labour perspective.

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