



## OVERVIEW OF THE TRIP PROFESSIONAL DEVELOPMENT PROGRAMME

### IN *INCLUSIVE INTERNATIONALISATION AT HOME*

The TRIP Project has developed an online training resource for teaching and professional support staff to help advance *Inclusive Internationalisation at Home* across all aspects of university life. This training comprises the three modules which are illustrated in Figure 1, each of which takes one hour to complete.



Figure 1 The TRIP Online Training Modules in *Inclusive Internationalisation at Home*

The content, target audience, and rationale for the design of each of the three online modules is outlined below:

**i) *Introduction to Inclusive Internationalisation at Home***

This module was designed for both teachers and professional support staff in higher education to raise awareness of IaH as a concept and to offer insights into how it can be developed across all aspects of university life in ways that support EDI and UN SDG4. It further explores the challenges and opportunities that growing diversity is bringing to our campuses at the academic, social and intercultural levels and provides strategies and examples of good practice that we can learn from in the active pursuit of *Inclusive Internationalisation at Home*.

**(ii) *Curricular Approaches for Inclusive Internationalisation at Home***

This module was designed for teaching staff and curriculum designers from all subject discipline areas. It focuses on inclusive pedagogical approaches (specifically Universal Design for Learning and Culturally Responsive Teaching) and demonstrates how these approaches can be drawn on in a complementary and integrated way to support the development and embedding of *Inclusive Internationalisation at Home* at the level of the curriculum and teaching and learning. Practical examples and case studies are included which demonstrate how critical, global perspectives can be integrated into the curriculum across all subject discipline areas. The module also provides a toolkit to enable teachers and curriculum developers to reflect on their own practice and make appropriate changes to achieve these goals.

**(iii) *Effective Intercultural Communication Skills for HE.***

This module was designed for teachers and professional support staff to upskill them in relation to the types of culturally and linguistically sensitive communication practices that are required of all those working in culturally diverse HE contexts and settings today. It begins by exploring the key related concepts of intercultural competence and intercultural communication and then goes on to highlight challenges that can arise in different micro-contexts across the culturally diverse campus, as well as presenting practical strategies to address these. Using a case study

approach it further demonstrates how teaching and support staff can enhance their professional communication practices within and beyond the classroom to ensure greater accessibility and inclusion in their own professional context.

The TRIP Professional Development Programme can be found [here](#).

### **THE TRIP ‘TRAIN THE TRAINER’ WORKSHOPS IN *INCLUSIVE INTERNATIONALISATION AT HOME***

The TRIP Professional Development Programme is accompanied by three, in-person, ‘train the trainer’ workshops. These were designed to create spaces for professional support staff and teachers/curriculum developers to come together and develop best practice in *Inclusive Internationalisation at Home* in relation to their own professional role and context, with the guidance of an expert colleague, with the ultimate aim of building an institutional level Community of Practice (CoP) in this area. In this way, it was intended that the workshops would ensure the sustainability of the TRIP Professional Development training. A CoP approach holds synergy with E-learning and has been shown to be necessary for the sustained success of transformative learning and professional development in mediated learning contexts (Van Staden and Lotz-Sisitka 2023). The TRIP ‘Train the Trainer’ Workshops can be found [here](#).

### **THE TRIP TRAINING PLATFORM**

The platform we have chosen to deliver the programme is *Genially* for the multiple benefits it provides; for example, it is cost efficient and offers a range of features to create interactive content. It is also easily operated, even for those who have difficulty using technological applications, and can be used on a smartphone or a computer. It is also web-based and can be linked

and integrated into institutional structures and delivery mechanisms as well as the TRIP Project website.

### **THE TRIP DIGITAL AWARD**

In recognition of the need to incentivize staff to avail of the TRIP Professional Development training resources, and to reward their efforts, we have developed a digital badge and certification process. To maximize flexibility and to ensure that this award system is compliant with individual institutional requirements and processes, we have opted for an approach that can be delivered to staff within participating institutions by means of their own internal accreditation systems. Accordingly, on successful completion of the e-modules and a follow-up task, staff within the TRIP network can be awarded a digital badge. For professional support staff, this means the successful completion of E-modules 1 and 3 of the TRIP Professional Development Programme while for teaching staff it requires the successful completion of all three E-modules. To gain the award, staff are also required to complete a task which involves the identification of one area for change to an existing practice, using *the Plus One Approach*. For further details of this approach and the digital award, please see the TRIP PR1 Professional Development User Guide [here](#) .