

IOB Teaching, Learning and Assessment Strategy 2021–2024



A recognised
college of UCD



Introduction

We are a trusted education provider focused on supporting our students to succeed by providing personalised, relevant and applied learning opportunities from subject matter experts that are designed to optimise professional development. To support our education vision, we have developed a Teaching, Learning and Assessment (TLA) strategy.

Our Strategy

The IOB Teaching, Learning and Assessment (TLA) strategy is part of the IOB Strategic plan 2018–2023 entitled ‘*Empowering your Future*’. Our Teaching, Learning and Assessment strategy encompasses the strategic priorities of the IOB Strategic Plan 2018–2023. From the IOB Strategic Plan we specifically focused on a number of areas:



We will enable and empower lifelong learning and support our members throughout every stage of their career.



We will further develop our education faculty, quality and learning methods.



We will develop a compelling education proposition for the investment funds sector.

IOB’s organisational values, which are outlined on page 05, underpin the development of the TLA strategy from how we conducted research, liaised with students and stakeholders; by remaining student and member focused whilst ensuring continuous improvement. One of our remits in developing the TLA strategy was to develop graduate attributes and embed these within the strategy.

Methodology

Research was conducted in the form of student focus groups, where students were asked their views on the existing IOB Teaching and Learning Strategy 2017. This research informed the graduate attributes which were developed. It is envisaged IOB graduates will possess these attributes as a result of their learning journey with IOB.

Workshops were facilitated with other teams: I.T., and the Customer Relationship Management (CRM) team, in IOB to gather feedback holistically and with a view to ensure the organisation objectives were covered in the TLA strategy. We considered other Universities such as: Dublin City University (DCU), University College Cork (UCC), University College Dublin (UCD), Technological University Dublin (TUDublin), Trinity College, and University of Limerick (UL) teaching and learning strategies to inform the IOB TLA strategy at an early stage in the design process.

Our Purpose, Vision, and Values

Purpose

Educate, enable and empower a community of professionals to deliver financial services to the highest standards contributing to better outcomes for customers.

Vision

An ethical, sustainable and continuously learning financial services community that contributes to a thriving economy.

Values

Excellence

Conscious of our heritage as a recognised college of UCD, academic excellence and professionalism ensures we deliver a world-class experience for our students and members. This is exemplified in the independence, rigour, practicality and quality of our education, lifelong learning programmes and membership services.

Continuous Improvement

We constantly strive to make things better for our students and members. We are innovative, lean and agile, continuously minimising wasteful processes, uncovering better ways by doing and learning, creating simplicity, building in quality, and adopting appropriate digital technologies.

Learner and member focused

We put the needs of our students and members at the centre of what we do, for the ultimate benefit of the public they serve.

Our people

We respect, challenge, and support each other. We are committed to developing our skills and talents to deliver on our professional responsibilities and ambitions.

Integrity

We are honest, straight-forward, reliable, responsible, accountable and professional in all aspects of our conduct and dealings.

Collaboration

We collaborate with our stakeholders and each other, developing the understanding, trust, insights and empathy that leads to the fresh thinking and exciting new approaches that support the emerging needs of our students and members.

Our Graduate Attributes

The graduate attributes of our students were developed through wide consultation with key stakeholders by our customer relationship team, consultation with our senior leadership team and academic advisors, in the context of the students that are working full time in financial services and studying part time. It also included consideration of other third level institutions' graduate attributes which assisted in identifying the specific characteristics that IOB's programmes could foster in its students for the benefit of the sector and the customers of the sector which IOB serves. Once these attributes were developed in draft form, they were taken to the Education Steering Advisory Group (ESAG) (this IOB committee comprises senior learning and development and HR executives from across the financial services sector), for discussion. Feedback was considered and a final version was developed.

Technically skilled

- Possess specialist financial services expertise with the ability to integrate and apply knowledge to solve problems.
- Be familiar with the evolving practices of the sector by considering the global perspective.

Adept users of information for decision making

- Skilled in identifying, evaluating and using data and information to make reasoned and informed decisions.
- Value the importance of customer and client focused solutions.

Culturally and ethically aware

- Appreciate cultural diversity.
- Value the importance of individual integrity.
- Be committed to inclusion and diversity in his or her work and life context.

Effective communicators

- The ability to use appropriate communication styles by understanding the needs of others.

Agile users of technology

- Capable of identifying and utilising appropriate digital resources, tools and strategies.

Lifelong students

- Take personal responsibility for continued, self directed and collaborative learning in academic and professional settings throughout his or her career.

Our Pillars

Teaching, Learning and Assessment Strategy Pillars



Pillar 1

Curriculum developing our curriculum and how that will align with our vision.



Pillar 2

Teaching Learning and Assessment will enable our members in their learning by using engaging/varying teaching, learning and assessment methods.



Pillar 3

Students and Members encourage our students and members to engage with us on our continuous improvement journey to provide them with excellence in education.



Pillar 4

Engagement with External Stakeholders further strengthens our relationships with our external stakeholders; UCD and organisations in the financial services sector.

Our Pillars



Pillar 1 **Curriculum**

- Continue to ensure quality programme design which is based on programme learning outcomes.
- Continue to ensure effective programme reviews and evaluations which cover student feedback, industry expertise, education team knowledge and UCD recommendations.
- Continue to focus on aligning the curriculum to student and industry needs, ensuring practicality and relevance in a rapidly changing financial services industry.
- Foster research informed teaching that benefits our students to inform their working practices in the financial services industry.
- Ensure the diverse nature of our student cohort is reflected in an inclusive and a technologically enhanced curriculum.



Pillar 2 **Teaching, Learning and Assessment**

- Embed student centered and active learning within each of our programmes.
- Develop a variety of authentic assessment methods along with appropriate and regular feedback to ensure a better achievement of learning outcomes.
- Use a data led and evidence based approach to review, evaluate and enhance our teaching, learning and assessment methods.
- Support our academic community to become leaders in education by providing quality supports in a diverse and digital world.
- Support IOB's business transformation to enhance our current IT infrastructure to support the teaching, learning and assessment strategy.



Pillar 3

Students and Members

- Enable and empower students to become independent and self directed students.
- Develop a community of lifelong students, facilitating peer to peer learning that promotes independent critical thought within the rapidly changing financial services sector.
- Provide flexible and personalised education for a diverse body of students at each stage of engagement.
- Continue to provide dedicated professional programme manager support to students on their learning journey.
- Engage students on the ongoing improvement of their student experience by increasing feedback channels and increase student representation in IOB.



Pillar 4

Engagement with external stakeholders

- Enhance and further develop our relationship with UCD.
- Implement recommendations from the UCD Institutional review.
- Maintain and develop the close relationships we have with organisations in the financial services sector.
- Further enhance our engagement and processes with the financial services sector when developing our programmes so that we continue to meet the industry requirements.
- Data enhancing collection of individual learning data and data analysis to better understand learner needs and inform curriculum design.

IOB
1 North Wall Quay, Dublin 1, Ireland, D01 T8Y1

Phone: +353 (0)1 6116500
Email: info@iob.ie

iob.ie



A recognised
college of UCD