

International Journal of Human Sciences Research

COMPREHENSIVE TRAINING FOR CONTINUING AND DISTANCE EDUCATION

Elicelia Jiménez Martínez

Doctor of Education

PhD in education - UAEM

Nezahualcóyotl University Center

Coordination of commercial training services

State of Mexico

Paulina Robles Herrejón

Master of Business Administration

Centro Universitario UAEM Nezahualcóyotl

Coordination of commercial development

State of Mexico

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Abstract: This paper seeks to show some strategies to face the challenges of the immediate future to carry out Continuing and Distance Education in Mexico, based on the various modifications and current needs of the environment, with the aim that the managers of the same, take comprehensive training as a support tool for training, training, updating and development of people who work in the business sectors. This article is divided into the following topics: (1) introduction; (2) conceptual framework; (3) current challenges in continuing and distance education in Mexico; and (4) strategies to face the challenges in continuing and distance education. Finally, the proposal to make a continuous use of values that allow the strengthening of continuous knowledge, both for instructors and learners, is pertinent.

Keywords: Education, Training, Update, Distance, Challenges.

INTRODUCTION

Talking about continuous and distance education has the mission of linking with training and training programs educating for life different people (graduates, professionals and non-professionals) who want or need to deepen, keep up to date with knowledge, skills, attitudes and skills that characterize their discipline, or they want to extend their knowledge towards complementary areas, gain access to the management of new procedures and/or technologies, which allow them to achieve a better performance or job position or grow in their personal or spiritual development, education to distance allows to promote learning without limitations of location, occupation or age of the students, so it is a self-directed study by the student, who

must plan and organize their time to meet the demands of the course they are following with flexible schedules.

CONCEPTUAL FRAMEWORK EDUCATION

“Education is the process of facilitating the learning or acquisition of knowledge, skills, values, beliefs and habits by a group of people who transfer it to other people, through storytelling, discussion, teaching, example, training or research”¹.

The right to education has been recognized by many governments. At the global level, Article 13 of the United Nations International Covenant on Economic, Social and Cultural Rights of 1966 recognizes the right of everyone to education.

CONTINUING EDUCATION

School education that goes from preschool, primary, secondary, upper secondary level, higher degree, specialty, master’s degree, doctorate and postdoctoral, is studied in order to obtain recognition for each of the links of knowledge, however, life Academic education does not end when one finishes studying or when degrees are acquired, continuing education allows training through updates that allow obtaining or improving various skills in the professional and labor field in practically all areas of knowledge.²

LONG DISTANCE EDUCATION

“Distance education is a form of teaching that is carried out remotely, that is to say, there is no physical academic environment in which students and teachers meet, but educational

1 Edgar Morin, Flavia Terigi. (September 1, 2019). Education project. Wikipedia Retrieved from <https://www.mineduc.gob.gt/DIGECADE/documents/Telesecundaria/Recursos%20Digitales/3o%20Recursos%20Digitales%20TS%20BY-SA%203.0/PROYECTOS%20INTEGRADOS/U12%20proyecto%2012%20educaci%C3%B3n.pdf> Consulted: May 5, 2023

2 Lucero Juarez. (December 22, 2022). Continuing Education its advantages and disadvantages. Mexico City. Intercontinental University Retrieved from <https://www.uic.mx/educacion-continua-ventajas-y-desventajas/> Consulted: May 5, 2023

centers teach through a channel that is usually virtual, like the Internet.³

TRAINING

According to the labor dictionary, “training means providing the worker with the skills and knowledge that make him more apt and more skilled in carrying out his own work. This knowledge can be of various types, and can be focused on individual or organizational purposes.⁴

In Mexico, training and training are regulated in the Federal Labor Law in its articles 153-A, B, C and D, which mention that when having a formal job, it is employers’ obligation to provide all workers, and these to receive, the training or training in their work that allows them to raise their standard of living, their labor competence and their productivity, in accordance with the plans and programs formulated, in common agreement, by the employer and the union or the majority of its workers; as well as the object and its obligations.⁵

HIGHER DIPLOMA

A diploma is a short study program aimed at updating professionals in a specific area of their career.

Higher diploma courses are aimed at being a modality to cover the requirements for obtaining a university degree, once it is completed.

The higher graduates according to the regulations of advanced studies of the

university cover a total of 200 hours; which are distributed in modules adapted to the needs of each study program.

The opening and closing dates must not coincide with school periods, which makes it easier to combine them with other activities or working hours; as well as the elaboration of agreements based on the needs of public and private institutions.⁶

CURRENT CHALLENGES IN THE CONTINUING EDUCATION ALREADY DISTANCE IN MEXICO

As a result of the pandemic that existed worldwide in recent years with the presentation of the SARS-Cov-2 disease (COVID 19), declaring it an international health emergency, carry out education remotely trying to avoid contagion of the disease became a tangible necessity.

Some of the challenges faced in general by teachers in formal education was that they were not in the best conditions to be able to offer their services remotely. The space and technological limitations became evident, as a result of the confinement the entire family had to carry out their work and educational chores at home, so the rooms in the house and technological resources were limited; the insufficient number of computers available to carry out the tasks, the low speed of the Internet and the compromised discretion of the physical space to work, became a constant in the majority of homes, according to the same students interviewed during the

3 Editorial team, Etecé. (January 23, 2023). Long distance education. Argentina. Humanities Encyclopedia Retrieved from “Distance Education”. Author: Editorial team, Etecé. From Argentina. For: Encyclopedia Humanities. Available at: <https://humanidades.com/educacion-a-distancia/>. Last edition: January 23, 2023. Consulted: May 5, 2023. Source: <https://humanidades.com/educacion-a-distancia/#ixzz819Q066Qv>

4 sesame. (). Training. Sesame. Retrieved from <https://www.sesametime.com/assets/diccionario/capacitacion/> Accessed: May 5, 2023

5 Gustavo Diaz Ordaz. (April 1, 1970). Federal Labor Law. Mexico City. Chamber of Deputies Retrieved from https://www.gob.mx/cms/uploads/attachment/file/156203/1044_Ley_Federal_del_Trabajo.pdf Accessed: May 5, 2023

6 Prof. In ED Arianna Hernández Rojas. (). Higher Diplomas. Web Page Faculty of Behavioral Sciences UAEMex. FaCiCo Cultural Diffusion Coordination Retrieved from <https://www.facico-uaemex.mx/2018-2022/diplomados-superiores.html> Accessed: May 3, 2023.

first semester of the pandemic.

However, it was not only a problem for formal education, in Continuing and Distance Education there were also problems, lines with internet were affected in their operation as more users used the resources, telecommunications companies have had a fundamental role in expanding access to connectivity and digital educational resources for limit the low speed of the internet which became more tangible at the time of impart the instruction; In the same way, the technological platforms used for this education were affected in their operation, such as Microsoft Teams and Zoom;

According to the National Institute for the Evaluation of Education (INEE), one of the great challenges of education in Mexico is to offer guarantees to students for universal access to technology and the Internet, since this can help students already anyone to access educational tools, create communities focused on a specific topic and exchange ideas with different students. On the other hand, a little-known but very important problem, according to the newspaper El Economista, was the fact that suicides in Mexico reached unprecedented levels in 2020, there were 7,869 cases, the highest record in a decade and an increase of 9% compared to the year. previous, originated mainly by the increases in cases of economic problems, violence, anxiety, depression and other mental health problems;

Today, in May 2023, when the W.H.O. (World Health Organization) declared the end of COVID-19 as an international health emergency, after approximately 3 years of validity, the current challenges in continuing and distance education They have some peculiarities, one of them is that, since it is a training of a certain time, there are students who prefer a face-to-face system since socialization is no longer a problem due to the risk of diseases such as COVID 19, lowering the demand for this modality in education.

Another challenge faced by Continuing and Distance Education is that the students are not always self-taught, the accompaniment and guidance are not always present by the instructor.

On the other hand, one more challenge is that the instructor knows how to guide the structure of his course to grant the appropriate understanding, allowing students to obtain the complete construction of their knowledge.

In the same way, another challenge is to know that the instructor is doing his job well, complying with the time and facilitating knowledge with his students, guaranteeing a quality service.

Another challenge is undoubtedly that the student feels covered by the emotional part of the sense of belonging, that he does not feel like one more of the group where he is being trained, but that his experience is much more positive and that motivates him to do it continuously, because you never stop learning.

STRATEGIES TO FACE THE CHALLENGES IN CONTINUING AND DISTANCE EDUCATION

To solve the need for socialization that many students face, contact between students must be stimulated, a fluid, regular and positive interaction between students maintains the relational elements of the class group and facilitates peer learning. Tasks that require group work are a powerful tool to motivate and unite the class group.

In the same way, in continuous and distance education, different types of diplomas can be resumed that make it possible to make clear the benefits for students where, in addition to updating, it allows them to cover the degree modality in different universities in Mexico.

This modality of remote education allows students to be able to work and update at the same time since being remote allows the benefit of reducing travel times, where with

the power of a click you can access a platform that allows receive it without problems.

A strategy to solve the students who are not always self-taught is for the instructor to maintain communication with them through the most appropriate channels in order to accompany and guide the students in the adoption of the digital environment, teaching study guidelines and autonomous work, taking into account especially the emotional support factor.

One way to manage that instructors know how to guide the structure of the course to be provided is by helping them to focus on aspects such as the organization, structure, and instructional strategies of the course. This process requires that the teacher be familiar with a variety of instruments, tools, situations and resources, which he will be able to obtain from refresher courses in order to adequately monitor the evolution of the students in their learning.

A strategy to know that the instructor is doing his job well, complying with the time and facilitating knowledge with his students, guaranteeing a quality in his service, is giving continuous follow-up to the staff, in this case to them as instructors, accessing from time to time to remote classes, observing their general performance, occasionally having a remote meeting with the students in order to know that everything is going well.

With all the changes in the environment, one of the strategies in marketing terms is to seek to personalize the student's learning experience, it is not only that they take a course but the experience they will obtain through it, being compatible with several devices so they can learn when and where they want, learning at their own pace and according to their needs.

In today's world, to improve training practices, the courses must be short and modular courses, since the new generations are already adapted to quickly consume a lot

of information in short periods, retaining the necessary information. Technological resources can help in this process, where diversification is necessary if you want to capture the attention of the participants. On the other hand, the promotion of competence and immediate feedback are necessary to maintain the continuous motivation of the participants.

It is proposed to raise awareness of making continuous use of values that allow to carry out the strengthening of continuous knowledge, both for instructors and students, such as resilience (ability to adapt and overcome difficulties), equity (treat everyone equally and fairly), integrity (acting correctly), loyalty (fidelity and commitment to others), and gratitude (valuing and being grateful for what others do for us).

CONCLUSION

Currently we find ourselves in a dynamic world where the only constant is change, so organizations must be willing to adjust continuously administratively and operationally, this requires giving an adequate response to new challenges, lengthening the expectation of life and the tendency to increase rest periods or vacations that are already politically active, invite us to also create a culture of entertainment.

Currently in society there is a desire to constantly learn new things in order to have more and better opportunities and to feel fulfillment as an integral human being; but being able to do it without affecting the work activity, without depending on specific spaces or having flexible schedules according to the needs of each person, continuous and distance education is offered as a modality of education where through methods, techniques and resources they do more effective and flexible the personalized teaching-learning process, creating a learning experience through the

use of technologies that allow permanent or continuous education.

Knowing the challenges and the possible strategies to obtain the success of the application of continuous and distance education will be what will allow society to continue having access to it.

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