

Train the Trainer - Module 2

The Vehicle

Types of Training Approaches

Instructor-led or trainer-led – Is a face-to-face interaction where both the trainer and the participants are physically present at the same location. That location may be in a warehouse, a conference room, or a classroom. But, unlike a traditional classroom, a skilled trainer creates a two-way interactive environment where participants fully engage and invest in their learning process.

Benefits of trainer-led:

- Face-to face interaction
- Hands-on experience
- Immediate feedback

eLearning – Is online/web-based training. Cope Plastics uses Cope University as their training platform. Cope University delivers online course content and modules for training purposes.

Benefits of eLearning:

- Instructor and learner are not confined to a physical location (training time and travel is reduced)
- 24/7 access from multiple devices
- Eco friendly (less paper printing)
- Tailored to the needs of an individual learner

Blended learning – Is where trainees acquire knowledge and skills through a variety of methods. Participants will learn part of the content through a trainer-led session and the remainder through eLearning in Cope University. The benefit is that participants receive knowledge in the most effective manner with some element of control over time, place, path, or even their pace.

Benefit of eLearning:

- Combination of both trainer-led and eLearning benefits. Win-Win for trainer and trainee

Learning Assumptions

An experienced trainer should never make learning assumptions about their trainees before or during a training session.

Assumptions about Experience/Knowledge/Ability

- Never assume that a trainee will not grasp a certain concept because of their work or educational background.
- Never assume that a certain topic should come easy to a trainee. However, it's important to recognize that every person has the potential to learn.

It is a trainer's responsibility to uncover and question their learning assumptions. An effective trainer should always foster a culture of trust, acceptance, and the opportunity to exchange ideas and values.