

Welcome to Section 2 of train the trainer where we discuss the different trainings.

- Think back to a time when you were in school. Like most, you sat at a desk with a teacher in front of you. Chances are, you sat there taking in the information the teacher was telling you. Occasionally, the teacher asked you to participate, but you probably remember it more as a one-way interaction. This is how most of us associate learning. The issue is that, as we become adults, we slip back into those familiar habits and then tend to conduct our training the same way. The good news is that times have significantly changed for learning. Thanks to evolving learning methodologies and technology, trainers are able to adapt to the needs of the trainee and to develop an inclusive and interactive learning environment. Let's look at the most common environments now.

The first and most familiar is **instructor-led or in this case Trainer-led**. This is a face-to-face interaction where both the trainer and the trainee 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 trainees fully engage and invest in the learning process.

Second is **eLearning**, also called online learning, or web-based training. For Cope Plastics, Cope University delivers online course content and training modules as the training platform. A benefit to eLearning is that the instructor and learner are not confined to the same physical location.

The third type of environment is called **blended learning**. In blended learning, trainees acquire knowledge and skills through a variety of methods. Trainees will learn part of the content through a trainer-led session and the remainder through Cope University. The benefit is that trainees receive knowledge in the most effective manner with some element of control over time, place, pathway, or even their pace.

Now, let's look at learning assumptions. An experienced trainer should never make assumptions about their trainees before or during a training session. Never assume that a trainee will not grasp a certain concept because of their work or educational background. On the flip side, never assume that a certain topic should come easy to them. It's important to recognize that every person has the potential to learn. However, be aware of the fact that learning implies change and most people find change stressful, even if they don't realize it. And with stress comes anxiety and confusion. Yes, some anxiety's good, as it increases a trainee's motivation to learn. But too much anxiety may cause fatigue, and the inability to concentrate.

Good trainers go to great extent to make learning a comfortable experience. It's your responsibility as a trainer to foster a culture of trust, acceptance, and the opportunity to exchange ideas and values.

I hope you enjoyed the second video of Train the Trainer. Make sure you read the attached handout for this section. It is now time to take a short quiz regarding the information covered in this section. Click Next module to begin the quiz.