

# Train the Trainer Courseware Framework

**SYNERGY Multiplier Event**

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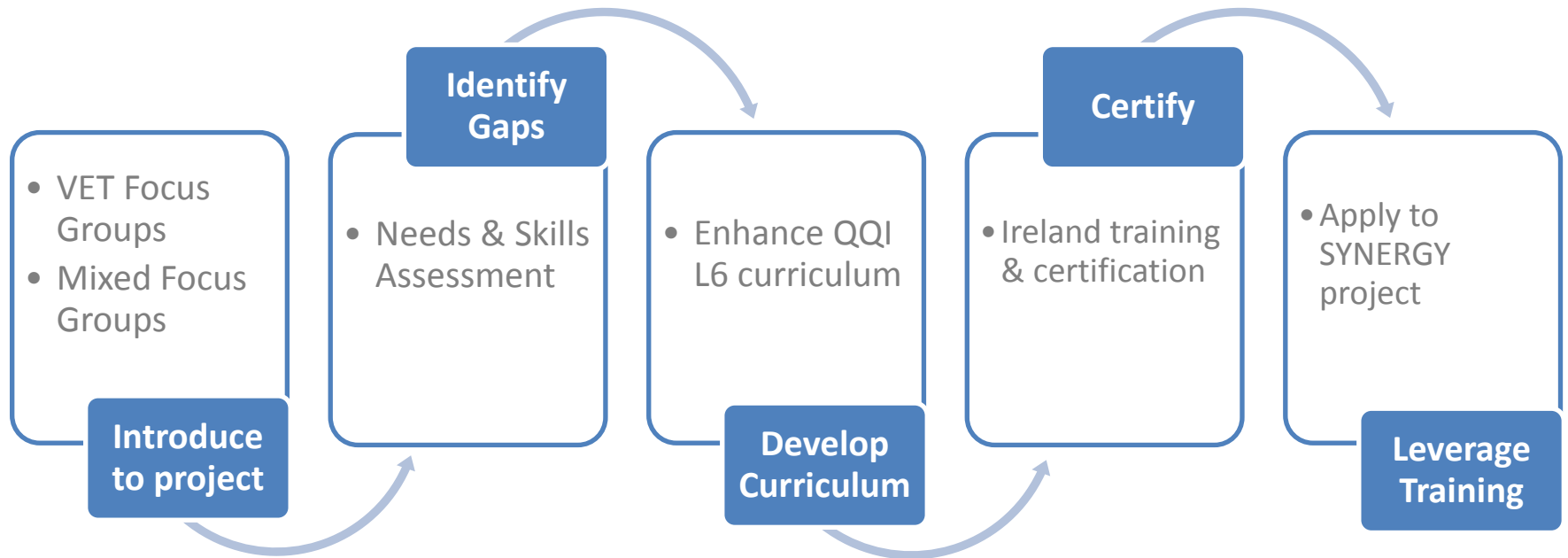


# Overview

- Train-the-Trainer
- Principles of Adult Education Training
- Training Needs Assessment
- From Needs to Skills
- Range and scope of Modules
- Learning Outcomes Matrix
- Training Strategies and Roadmap



# Train-the-Trainer

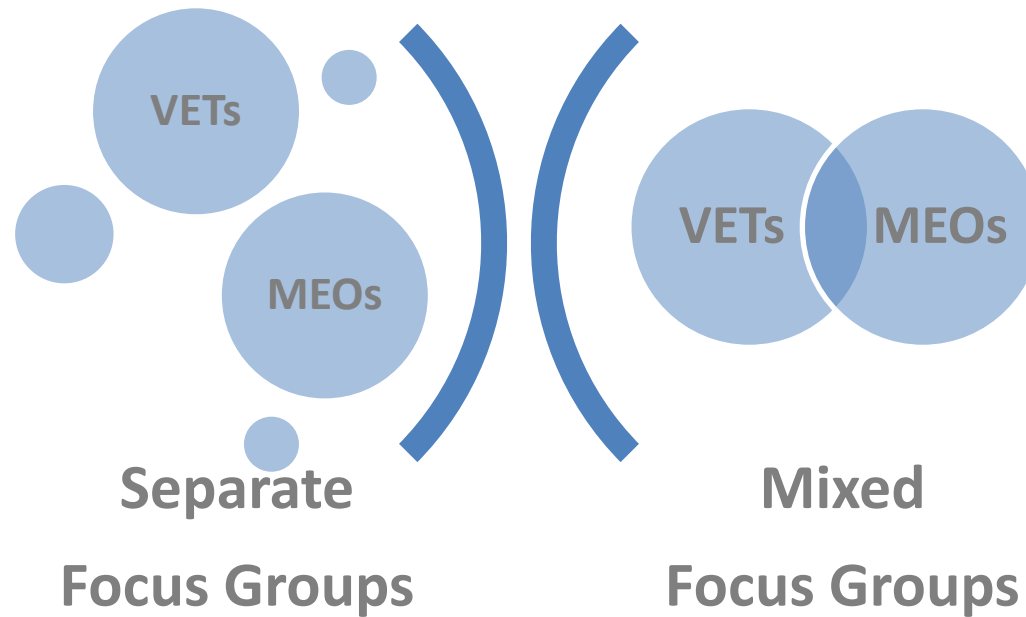


# Principles of Adult Education Training

- ✓ Adults are internally motivated and self-directed
- ✓ Adults bring life experiences and knowledge to learning experiences
- ✓ Adults are goal oriented
- ✓ Adults are relevancy oriented
- ✓ Adults are practical
- ✓ Adult learners like to be respected



# Training Needs Assessment



# From Needs to Skills

Training needs will be translated into a coherent set of skills that will inform the training curriculum based on two criteria:

- The skills should be *generic or transversal* in nature so as to be easily transferable from one context of application to another and
- The contexts of application of these generic skills have to be **multiple and highly relevant for VETs**





# From Needs to Skills

According to curriculum studies, the essential components of any curriculum design are as follows, although more discreet features were introduced in the proposed design :

- ✓ **Objectives** (i.e. purpose of training)
- ✓ **Content** (i.e. what is going to be taught)
- ✓ **Sequencing** (i.e. how the discrete parts of the content are going to be put in order)
- ✓ **Pacing** (i.e. time to be devoted to each content part)
- ✓ **Evaluation** (i.e. verification of new knowledge)



# Range and scope of Modules

Training, Needs  
Identification  
and Design

Training,  
Delivery and  
Evaluation

Synergy  
Platform  
Orientation



# Learning Outcomes Matrix

## Expected outcomes

- What the trainees will be able to do after completing each module session

## Training Strategies

- Phase I (pre TtT meeting)
- Phase II (at TtT meeting)

## Evaluation

- Set of evaluation tasks

# Training Strategies

The adoption of the principles of adult education and online training implies the following strategies to be adopted in the context of the SYNERGY project:

- ✓ **Community building** (i.e. developing an atmosphere promoting participation)
- ✓ **Energetic involvement with MEOs** (i.e. tasks and activities should promote interaction with MEOs)
- ✓ **High levels of trainees' autonomy** (i.e. provision of the TtT courseware material and self-paced study)



# Training Roadmap

- 1. Preparation and dissemination of module assignment requirements**  
(Meath / UoP) – *by mid of September*
  - **Development of assignments** (All partners) – *by end of October*
- 2. Module content development** (Meath) – *by end of October*
- 3. Preparation and engagement of VETs** (All partners) – *by end of November*
- 4. Preparation of Tutor/Learner Handbook** (Meath) – *by end of November*
- 5. TtT meeting in Ireland** (Meath) – *February*
- 6. Completion of accreditation process** (Meath)



Thank you for your interest and attention

Any Questions?



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