



Special Purpose Award in Training & Development QQI 6S3372

Course Outline

The Train the Trainer model is recognised as an industry standard for professionals who train others in the workplace or in a range of further education settings. The skillset needed to deliver effective training interventions is complex and diverse requiring trainers to think critically, interact positively with clients and manage complex group dynamics. The learning and development landscape is constantly evolving, and trainers need to upskill and reskill to maintain their edge in competitive markets.

Our Train the Trainer (Special Purpose Award in Training and Development, 6S3372) and related courses ensure that the knowledge and skills gained on our programmes conform to the most up to date developments in training in Ireland.

Our experienced, qualified and hands-on trainers will take participants through an interactive, challenging and motivational experience towards gaining a qualification in training and development. Our train the trainer courses cover a wide range of topics including theoretical frameworks, best practice interventions, management of complex scenarios and group dynamics.

We offer Train the Trainer courses Nationwide – courses can be delivered internally (in-house) or externally depending on the facilities available/required – see the Locations menu for info on our upcoming programmes.

OPTIONS AVAILABLE:

QQI Level 6: Course Code 6S3372 Special Purpose Award in Training & Development – 30 credits (2 Modules)

Or modules can be taken separately as follows:

QQI Level 6: Course Code 6N3325 Training Needs Identification & Design – 15 Credits (1 Module)

QQI Level 6: Course Code 6N3326 Training Delivery and Evaluation – 15 Credits (1 Module)

Overview – Special Purpose Award

(Note: Both modules must be completed for the full training qualification)

This programme will ensure that you and/or members of your training team have the most up-to-date training qualification available. Participants will develop the tools, skills and ability to design, deliver and evaluate effective quality-assured training programmes.

New Links Training Solutions Ltd

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Course Outline

Trainees are given the opportunity to practice their skills through the use of proven techniques which include experiential exercises, case studies, group work, interactive media and learning theories. Participants will explore a diverse range of situations, offering them a greater insight into their work as a trainer.

Training Delivery and Evaluation (6N3326)

On completion of this course participants will be able to:

- Compare concepts and theories underpinning the development & delivery of training
- Identify issues that are likely to impact the effectiveness of a training session for example group dynamics, learning environment, engagement, teaching methods etc
- Increase their awareness of a range of issues to include equality, diversity and disability in the context of current legislation with regard to training diverse groups
- Select appropriate training materials and aids to support training content
- Appraise a range of evaluation models, approaches, tools and techniques used in the evaluation and monitoring of a training and development intervention and provide constructive feedback to participants.
- Design effective evaluation tools, suited to a training session: these tools should enable the trainer to determine whether or not training needs were met and the learning outcomes achieved.
- Provide effective strength-based feedback to course participants
- Evaluate the overall effectiveness of the training using the evaluation tools selected
- Develop a self-improvement action plan

Training Needs Identification & Design (6N3325)

On completion of this course participants will be able to:

- Outline the benefits of training needs analysis at an organisation and/or individual
- Assess a range of approaches and techniques to conduct a training needs analysis.
- Outline the stages of and conduct a targeted training needs analysis.
- Devise a training plan based on a systematic training needs to include user suitability, content, resources and cost-benefit analysis
- Examine the impact of an organisation's strategy, policy, vision and mission on the development of suitable training.
- Apply a range of performance management approaches in the context of training and development needs
- Carry out a Gap analysis of knowledge, skills and attitudes as part of the overall TNA
- Design a specific training intervention, incorporating a range of design factors grounded in adult learning theory and technical know how