

## Advanced Training Course Design for Healthcare Trainers

A trainer is a provider of learning opportunities and recent shifts in thinking have moved from ‘training’ to ‘learning’, which makes the outcome (learning) rather than the input (training) central. This emphasis requires a highly professional approach from trainers at the design phase of their delivery, in order to ensure outcomes that are linked to organizational and team needs, as well of delivering positive outcomes for both learners and the end users in the healthcare environment★.

By the end of the one day workshop, delegates will be able to :

- Identify clear learning needs and translate these into measurable objectives
- Select suitable learning opportunities, delivery methods and techniques to meet the forms of learning required, taking practical constraints of time and facilities into account
- Put together the framework for a training course or other learning event
- Select appropriate tools for evaluating the effectiveness of the training for use both during and after the event

This course can be effectively run back to back with Advanced Communication Skills for Healthcare Trainers, as they are complimentary and do not overlap.

Outline Programme:

- Pre course preparation work – design of a one day workshop outline
- A (very) brief history of training
- Helping people learn – different gurus with differing perspectives
- Characteristics of adult learning
- Defining learning needs and articulating them into performance objectives
- Difference between learning and instructional objectives
- Writing effective objectives utilizing taxonomies and frameworks
- Learning opportunities – developing for performance vs. development of performance
- Developing a delivery matrix for session planning and design
- Training terminology quiz
- Evaluation within design

All doctors have a professional obligation (Good Medical Practice GMC 2001) to contribute to the education and training of other doctors, medical students and non-medical healthcare professionals. From January 2010 the Postgraduate Medical and Education Training Board has stated that all medical clinicians involved in the training of Junior Doctors should attend an appropriate ‘Training the Trainers’ course **every three years**.

8 guided learning hours  
8 CPD points

