

Outlook Report

TRAINING OF MASTER TRAINERS 07- 09 September 2017

Introduction

NSDC in collaboration with Management SSC (MEPSC) scheduled the first pilot batch of a 3-day long training program on facilitation skills (training delivery skills) for various SSC nominated Master Trainers under the 'Training of Master Trainers' program (ToMT).

Participation

22 Master Trainers were nominated by 14 Sector Skill Council for the 1st batch of ToMT:-

Sector Skill Council	Master Trainer Nominated
1. Agriculture Skill Council of India	2 Master Trainer
2. Apparel Madeups and Home Furnishing Sector Skill Council	1 Master Trainer
3. Beauty & wellness	2 Master Trainer
4. Capital Goods Skill Council	1 Master Trainer
5. Construction Skill Development Council of India	2 Master Trainer
6. Domestic worker sector skill council	2 Master Trainer
7. Electronics Sector Skills Council of India	2 Master Trainer
8. Furniture & Fittings Skill Council	1 Master Trainer
9. Gem and Jewellery Skill Council of India	2 Master Trainer
10. IT-ITES SSC	2 Master Trainer
11. Retailer Association's Skill Council of India	2 Master Trainer
12. Security Sector Skill Development Council	1 Master Trainer
13. Telecom Sector Skill Council	1 Master Trainer
14. Textile Sector Skill Council	1 Master Trainer

Super Trainer

Mr. Inder Jeet Mittal was the nominated Super Trainer to conduct the Training for first pilot batch of ToMT.

Training Methodology

During the 3 days rigorous training program, 64 different training techniques were covered as per the Lead Trainer (MEP/Q0101) Qualification Pack pegged at level 6. Through different activities, these techniques were explained to the participants during training. 6 Micro practice sessions were also used for experiential learning of the training techniques and their impact.

IT/ITeS SSC had also nominated an expert to conduct a session on Information and Communication technologies (ICT). The trainees were trained on the need of the ICT techniques to be used as a platform and as an enabler for teaching-learning practice in training sessions.

Skill Council for Persons with Disability (SCPwD) also contributed on Day 3 of the ToMT, to create awareness about the various Job roles available for persons with disabilities and the role Master Trainers must play in enabling them to be gainfully employed while including them in the various training programs optimally maximizing their abilities.

Aim and Objective of Training

Aim: To provide opportunities to Master Trainers for the development skills to facilitate, create and manage a learner based environment.

Objective: Training and development of Master Trainers is an instrument to assist the organizations to meet the twin challenges of –

- Continuous improvement; and
- Demands of change.

Thus, it is necessary to recognise the changing role of the Master Trainer from being a provider to enabler, facilitator and change-agent where learner is in the focus. There is an ever-emerging challenge of capacity-building of trainers.

Training Objectives

- Explain Competence-based Training and Assessment (CBT&A)
- Demonstrate the qualities of an excellent trainer.
- Differentiate between ‘education’ and ‘training’.
- Apply ‘ways of learning’ to learning events.
- Analyze ‘styles of learning’ of students.
- Explain the concept of ‘Categories of Knowledge & Skill’.
- Demonstrate the use of lecture as method of training.

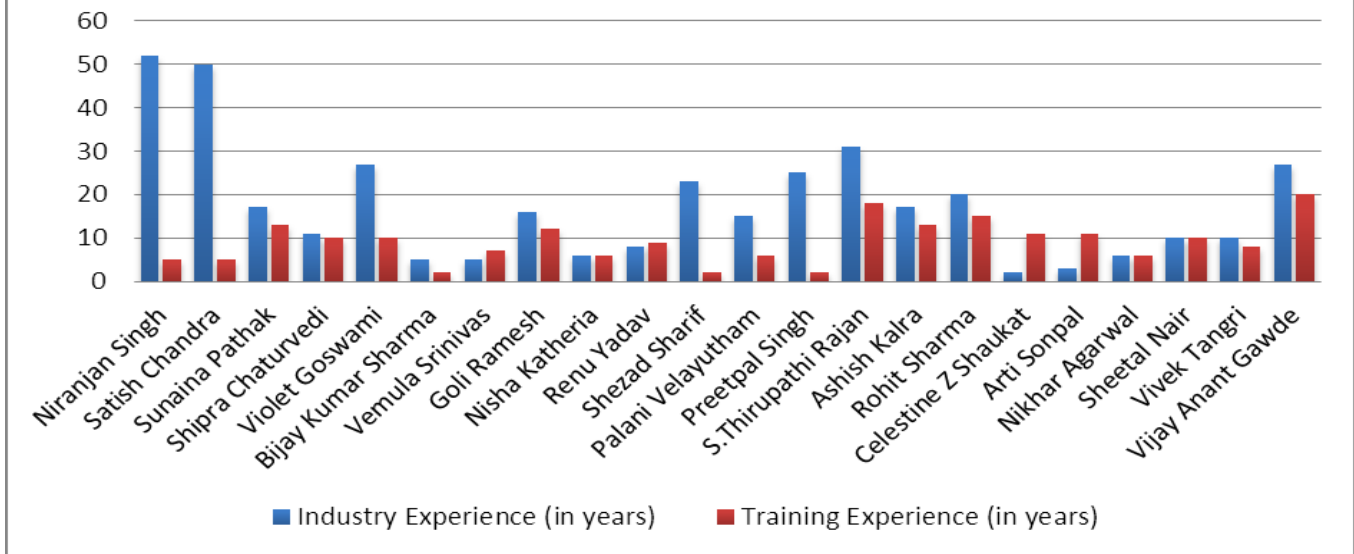
Assessments

Formative assessments were conducted by the Super Trainer to assess the performance of the participants.

Major Sessions Covered during the 3 days ToMT program

Competence-based Training and Assessment	Competency-based Learning (CBL)
Andragogy	Components of an Objective of Training
Categories of Knowledge and Skill	How Group Exercises can be used as a Method
Advantages and Disadvantages of Blended Learning / Discussion Method / Coaching Method / Demonstration	Micro Practice sessions on Demonstration as a Method / Coaching Method / Lecture Method / Coaching Method
Importance of ‘Questions’ in discussion	Facilitation
Embedded Competencies	Influence of ‘behaviors’ on discussion
Types of Demonstration Method	Feedback – Giving & Obtaining
Types of Objectives	Learning, Unlearning and Relearning

ToMT Participants Industry & Experience



Feedback and Testimonials

General understanding about the 3 days ToMT session

When the session began, I had entered with no expectation but as the days progressed the super trainers & the quest facilities were able to address the issues which may have been pushed back to the recesses of my mind.

The elucidation by which Ms. Mittal explained the topics shall be imagined in my mind.

I take back with me a bouquet of new techniques & learning which I can implement in my future sessions.

Name: (DR. SHEETAL NAIR)
 Contact: 998840986
 E-Mail ID: vt@eede.in
 Place: Vadodra Delhi
 Date: 09/09/17

General understanding about the 3 days ToMT session

I have been very grateful to NSDC for giving me an opportunity to have this training session for Master Trainers.

It was a New learning for me and have learned a lot from Mr. Indrajit Mittal about the ways in which we can make a class interesting and innovative.

Signature: Violet Goswami
 Name: Violet Goswami
 Contact: 98882143
 E-Mail ID: violet.goswami@bussc.in
 Place: Gurgaon
 Date: 09/09/2017

General understanding about the 3 days ToMT session

At the outset, I'd like to thank NSDC of ESSC to have given an opportunity to participate in this training program. The training experience was phenomenal and really has turned a lot of stones in my life. My special thanks to our Mentor Mr. Mittal for his tremendous value addition. I wish him all the best and good health for him to continue his noble job for a long time in his life.

Signature: Preetpal Singh
 Name: Preetpal Singh
 Contact: 90031-25570
 E-Mail ID: preetpalps@gmail.com
 Place: Delhi
 Date: 9/9/17

General understanding about the 3 days ToMT session

(The 3day ToMT has been an eye opener towards what trainers can do! The model offers a best stepping stones between a trainer and a master trainer who need to learn.)

How Training can be categorized into various steps and options was another special model to be learned.

THIS 3day training has given us a new vision to a new milestone to be achieved in our lives for our society by transforming into EXTRA ORDINARY FROM JUST ORDINARY.

It's the LIFETIME SPEN which we have learnt.

Thanks to NSDC, MSSC, GOSI and our new mentor MR. INDRAJIT MITTAL.

Signature: Ashish Kalra
 Name: Ashish Kalra
 Contact: GEN AND JEWELLERY SKILL COUNCIL OF INDIA (GOSCI)
 Contact No: 9811257801
 E-Mail ID: INFO@GEMOLOGYINDIA.COM
 Place: NDSBH
 Date: 09/09/2017

Montage



Group Activity during ToMT Session



Super Trainer during ToMT Session



SCPwD Session



ICT Session

