

Training for Impact

Jackie Messam



About RippleEd



Good practices

Need a framework to describe the knowledge and skills required for your workplace? Want to help your team develop new skills?



Learning solutions

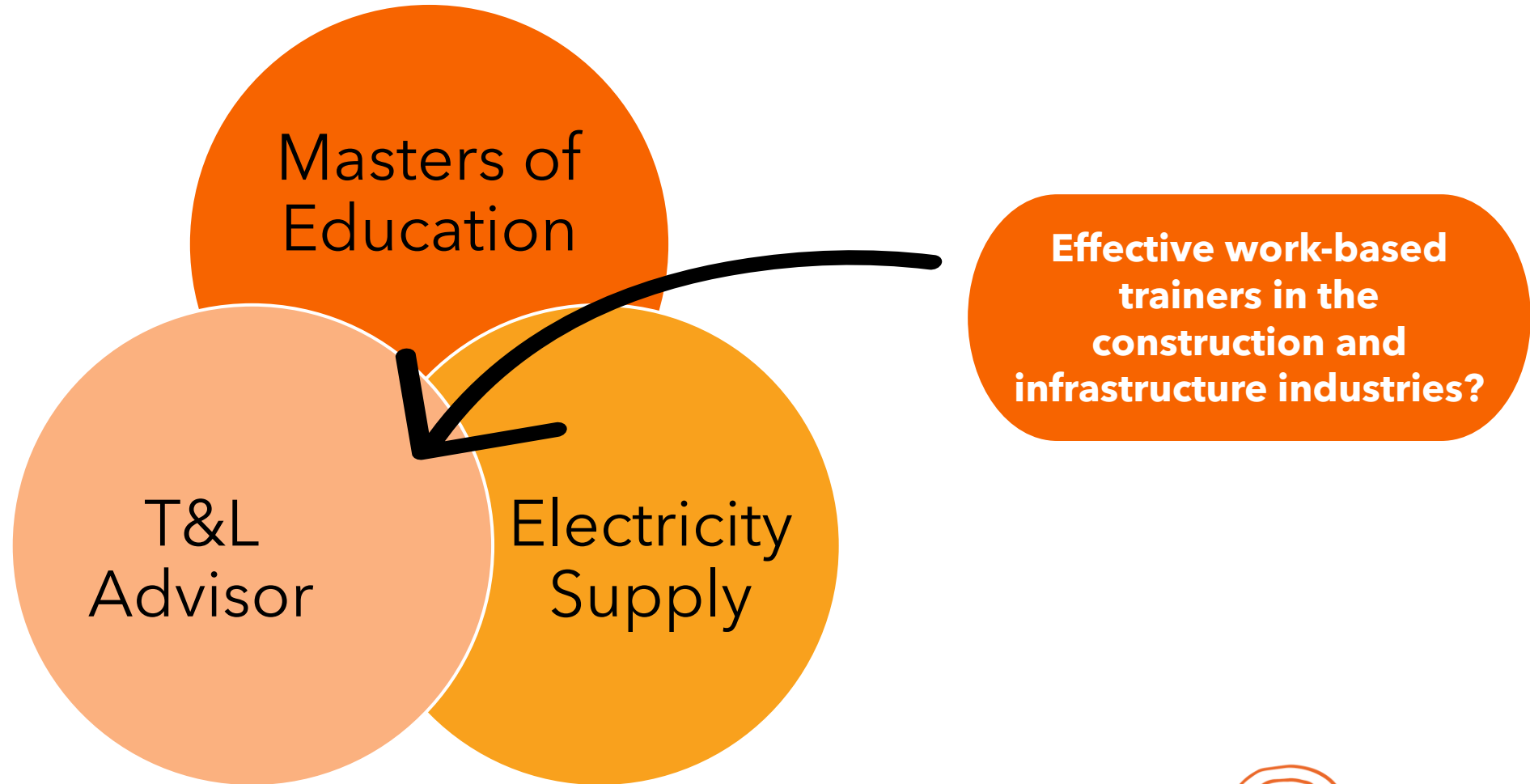
Need to make sure your NZQA assessments will pass moderation? Want to know how to design assessments that include RPL (Recognition of Prior Learning)?



Training

Need to boost communication skills, safety and productivity at work? Thinking about the 'how-to' of supporting your on-job trainers and supervisors?

About me



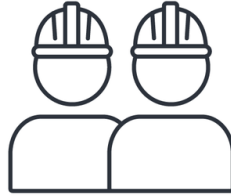
What kind of trainer are you?



Who's doing our on-job training?



The uninformed



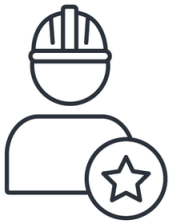
The buddy



The recent graduate



The technical expert



The chosen one



The supervisor



The Learning and Development team member

What motivates people to train in the workplace?

Why do they choose to train?

Trainees



My trainer wants to spend time to help me learn so I'll have the skills to help the team.

Trainers



I want to see trainees succeed, grow in confidence and discover their strengths.

Trainees will contribute to the team and make my life easier.

I enjoy seeing happy people at work.

Strategic roles



Technical experts want to pass on their skills and knowledge to help trainees contribute to the business and industry.

How might this affect the way we recruit or support work-based trainers?

What are the top 5 ways trainees say they learn best?



Top rated learning strategies

1. Practising
2. Being coached and mentored
3. Watching
4. Asking their trainer questions
5. Teaching others

Resources to help

- Learning a Trade <https://ako.ac.nz/assets/Knowledge-centre/RHPF-s1301-Learning-a-trade/GUIDE-Learning-a-Trade.pdf> (Ako Aotearoa - 2013)

What do you think?

What doesn't surprise you?

Is there anything that does surprise you?

What techniques do you usually use?

Do you think the most suitable technique depends on the trainee and the task, job or team? In what ways?

What do we *really* know about our trainees?



Imagine you're asked to support...

- What do you have in common with the trainee?
- What assumptions will you make about your trainee that might help you get on with them?
- What assumptions will you make that may be wrong?
- How could you get to know your trainee better? What questions would you ask them?
- What questions could you ask them to find out whether your assumptions are correct or not?

Judging competency with confidence



Assessor capability

- knows the learner/candidate and the employer
- selects the right type of evidence
- asks the right questions
- knows how to infer
- can make the right judgment

How does our assessment process work?

- Assessor led
- Candidate centred
- Employer supported

VS

- Assessor centred
- Candidate supported
- Employer?

Types of evidence

RPL Evidence

**Evidence
Portfolios**

**Third Party
Reports**

**Professional
Discussions**

Scenarios

**Challenge
Tests**

Gathering the right evidence

Learning outcomes	Assessment criteria	Evidence types
1. Identify and report hazards in a woolshed	a. Identify and report work hazards and any hazards which may impact on the safe set up and operation of the woolshed	EP 3,4 TPR 1 PD 1
2. Contribute to safe set up of the woolshed for use	a. Work with a team to set up the woolshed for use, demonstrating safe work practices and maintaining awareness of potential hazards.	EP 1-4 TPR 2,3 PD 2
	b. Identify and report maintenance that is required to ensure the safe set up and operation of the woolshed.	

EP = Evidence Portfolio

TPR = Third Party Report

PD = Professional Discussion

S = Scenario

CT = Challenge Test

Judging competency with confidence

Specific Evidence:

EP 3	<ul style="list-style-type: none">examples of two (2) Hazard ID documentation completed by the learner
EP 4	<ul style="list-style-type: none">any related Health and Safety certification held by the learner
EP 5	<ul style="list-style-type: none">any related qualifications, for example: Shearing Essentials (Junior) - Micro-credential or National Certificate in Agriculture (Level 2)

Judging competency with confidence

Third Party Report

Name of Learner:

Date:

Does the Learner:			Yes	No
Set up for shearing	1	a) identify and report (common) work hazards?		
		b) identify and report any (other) hazards which may impact on the safe set up and operation of the woolshed?		

Judging competency with confidence

Scenario

“You are on a shearing gang and having a quick briefing with the shed manager. The manager reminds everyone to check for wool contaminants, sheep injuries and diseases before shearing. To refresh your memory of what these look like, he has bought in some pictures. He wants to know what team members will do when they see these issues.”

1. Look at the pictures of the wool samples below.
 - a. For at least **two (2)** of the pictures, name the contaminant in the wool sample.
 - b. What are the requirements for you to follow to report these contaminants if you found them?



Judging competency with confidence

The learner must correctly answer each of the questions below to demonstrate their understanding of sheep shearing.

Number	Questions and example answers (TBC with SME)
1	How would you report any hazards in this workplace? LO1 (a)
	<i>Responses will vary but must relate to the procedures of the workplace. The learner may give an example to show they understand who to report a hazard to and the importance of doing so promptly.</i>
2	Describe two (2) safe working practices you and the team must be aware of when setting up the woolshed for a day of shearing LO2 (a)
	<i>Responses will vary but must relate to the context of the workplace. For example:</i> <ul style="list-style-type: none">• <i>Maintain clear walkways and workspaces.</i>• <i>Check and secure all equipment to avoid malfunctions or tripping hazards</i>

Judging competency with confidence

Work Details: Challenge Test		
Date:	Learner:	Location:
Type of sheep:		
Type of shears/combs:		
Hazard ID completed and sighted:	Yes	No

The learner must demonstrate competence in each of the following during this task.

Tick each assessment criteria to confirm competent practice.

Challenge Test 1		✓	✗
LO	Assessment criteria		
LO 3 Select and assemble equipment appropriate to the job requirements	a. Identified and selected appropriate combs for the job requirements.		
	b. Inspected combs and manually rectified any		

What evidence could you look for?

US 30265						
Apply health and safety risk assessment to a job role in accordance with regulatory requirements and industry good practice.						
		Evidence portfolio	Challenge test	Scenarios	Third party report	Professional discussion
2.1	Identify hazards.					
2.2	Assess risks in a workplace.					

Which types of evidence would you use for the trainees in the first activity?

Resources to help

Screening tool prototype



RPL Assessor

By RippleEd &

Helps match your experience to NZQA Unit Standard 18038 requirements.

What do you know about health and safety duties at yo...

Can you name a duty your company has to keep peopl...

Tell me how your work handles health and safety risks.

What safety rules does your team follow on site?

Ask anything



Evidence collection



What does an effective work-based trainer do?



Human skills

Leading a learning culture

Coaching & mentoring

Encourages critical thinking and problem solving	Responds positively to different personalities and cultures	Asks meaningful questions	Gives feedback and encouragement
Networks and partners	Builds confidence and responsibility	Communicates effectively	Makes learning accessible
Demonstrates emotional competence	Gets to know individual learners	Verifies or assesses skills and knowledge	Plans relevant hands-on learning opportunities
Interprets qualification requirements	Holds technical skills	Maintains up to date technical expertise	Models relevant skills and knowledge

Training fundamentals

Supervision

Technical skills



The Learning and Development team member



The recent graduate



The buddy



The chosen one



The supervisor



The technical expert

Resources to help

- Capabilities and good practices of work based trainers
<https://www.manukau.ac.nz/our-publications/capabilities-and-good-practices-of-work-based-trainers/> (RippleEd & ConCOVE 2024)

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How we can help with RPL



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Q & A

QR Code for Jackie Messam's LinkedIn Profile

