Proposed Training of Trainers

UNCEEA Meeting

June 20-21, 2013

New York, NY

Context

- Training of trainers part of proposed multi-step training strategy
- Step 1: Development of technical materials
- Step 2: Training of trainers
- Step 3: Implementation of e-learning platform following testing of materials by trainers
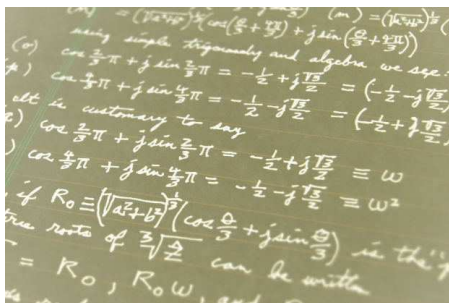
Rationale

- Increasing demand for training workshops for SEEA implementation

- Each workshop will need a trainer

- Trainers need technical knowledge of the SEEA and training and development skills

Goals

- Not prescriptive

- Flexibility important given variety of countries/audiences/policy priorities

- Develop trainers with technical knowledge and solid facilitation skills

  - Create a learning environment conducive to range of participants

Potential Audiences

- Compilers
  - Populate SEEA accounting tables
- Users
  - Apply of output or indicators developed from SEEA accounting tables
- Senior Managers in NSOs
  - Ensure statistical production processes in place for compilation and use of accounting tables
- Each audience will have differing learning objectives
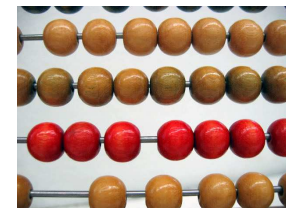
Identification of Potential Trainers

- Multiple sources
  - Pool of experts
  - Countries leading sub-regional clusters
  - Quality assurance and statistical production divisions
- Different trainers needed for different audience types
- Range of expertise

Proposed Components

- Four proposed components of initial Training of Trainers
  - Technical knowledge
  - Facilitation skills
  - Instructional design
  - Materials

Technical Knowledge

- Training of trainers not intended to be certification of SEEA knowledge
- Provide forum for sharing of technical know-how and experiences
- Potential focus on use of diagnostic tool
- Trainers should leave feeling confident in knowledge of SEEA
  - Additional, separate technical training may be necessary depending on pool of potential trainers

Facilitation Skills

- Workshops more than just lecturing

- Management group dynamics

- Assisting participants in meeting learning objectives

- Developing strategies that work for varied learners

Instructional Design

- Design and delivery of materials important for effective learners
- Review of key instructional design principles important
- Ongoing evaluation, review, updating of materials in relation to learning objectives
  - ADDIE model (Analysis, Design, Development, Implementation, Evaluation)

Workshop Materials

- Trainers should be able to access materials in centralized repository

- Training of trainers reviews available materials

- Materials include:
  - SEEA Presentations
  - Implementation Guide
  - Participant exercises
  - Workshop evaluation forms
  - Facilitation and instructional design presentations

- Most (aside from last) require coordination in compilation by UNCEEA members
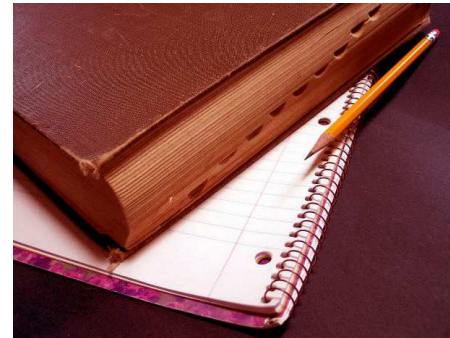
Proposed Timeline

- Target of training of trainers in first half 2014
- Compilation of materials to begin in mid-2013
- Agreement on objectives for Training of Trainers by end of August 31, 2013
- Selection of professional training and development consultant by December 31, 2013
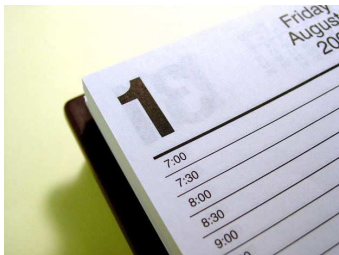
Proposed Next Steps

- Formation by UNCEEA of Training and Development Subcommittee
- Agreement of objectives for Training of Trainers
- Identification of available funding
- Development of Terms of Reference for hiring consultant