

Training Report on Training of Trainers in Construction and Plumbing 28 November to 2 December 2016



Delhi, December 2016.

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1. Background

The India-EU Skills Development Project will contribute to the implementation of the Skill Development Policy of the Government of India in order to increase the quality and relevance of provision and the number of certified skilled labour in various sectors of employment.

An important part of every attempt to increase quality of TVET is to improve the quality of the delivered training. Trainers at training institutes are planning and delivering this training. So in order to improve delivered training trainers' capacities to plan and deliver competence based training must be developed.

One of the three components of the India-EU Skill Development Project deals with Capacity building. Within this component the project will prepare and deliver training of trainers (ToT).

The Training of Trainers is based on the QPs for TVET Trainers developed by NSDC. In order to ensure that the delivered training is in accordance with what is needed a thorough Training Needs Analysis (TNA) was conducted by the India-EU Skill Development Project in 2015 in two sectors Capital Goods and Logistics. Please see TNA reports on <http://india-euskills.com/img/documents/docs/TNAcapitalGoods.pdf> and <http://india-euskills.com/img/documents/docs/TNAreportLogistics.pdf>

Based on the TNA a 5 day Training of Trainers program was developed and a total of 5 batches of each sector were trained during 2015 and 2016. See training reports on <http://www.india-euskills.com/project-materials.html> .

Hence the Training of Trainers in Construction and Plumbing builds on the experiences already gained from the previous training.

2. Participants.

The SC of Construction and Plumbing nominated the participants based on communication with Senior Short Term Expert in Construction Dave Baber and Senior Short Term Expert in Plumbing Mick Palmer.

S. No.	Full Name	Organization	Designation
1	Mr. A. Ramesh Kumar	National Academy of Construction	Assistant Director
2	Mr. Hemu Bhukya	National Academy of Construction	Assistant Director
3	Mr. Kotha Krishna Reddy	KKR Foundation	Director
4	Mr. Yogesh Kumar	Palmary Constructions Private Limited	Director
5	Mr. Yajuvendra Singh	C.S.D.C.I	Assistant Manager
6	Mr. Gopal Banik	Scholar's Academy Education Trust	Assistant Professor
7	Mr. Suresh Kumar Raina	Somany Cermaics Ltd.	Senior Manager
8	Mr. Rakesh Kumar Maurya	Anshika Technical Institute	Director
9	Mr. Brijesh Kumar Tiwari	Don Bosco Tech Society	Center Co-ordinator
10	Mr. Kunwar Bahadur Singh	Industrial Training & Research Cooperation Society	Secretary
11	Mr. Girish Jha	Shiksha Bharti	Senior Manager

12	Mr. Tirveer Singh	Ambuja Cement Foundation	Computer Trainer, Hardware and Software
13	Mr. B.D. Thakur	SIRDA Skill Development Centre	Managing Director
14	Mr. Tilak Raj Verma	Bathline India (P) Ltd.	Manager- Customer Care
15	Mr. Tejrao Patil	L&T	Principal- Construction Skills Training
16	Mr. Kamaljit Singh Mehrok	L&T	Principal- CSTI
17	Mr. Sunil Bakshi	Global Institute of Skill Development	CEO
18	Ms. Neelam Barthwal	(IPSC) Indian Plumbing Skills Council	Manager- RPL
19	Mr. Piyush K Upreti	L&T	Manager- Civil
20	Mr. Fazil	Star Projects	Assessor
21	Mr. Anubhav	BEG & Centre, Roorkee	Training Instructor
22	Mr. Ranvijay Singh	BEG & Centre, Roorkee	Training Instructor
24	Mr. Amitava Choudhury	Quivan Skill Empowerment	Manager

As it can be seen the participants came with a very diverse background with both plumbing, construction, assessors, managers and trainers. This diversity was very useful for the group discussions and exchange of experiences.

3. Facilitators.

The workshops were facilitated by

- *Mick Palmer*, Senior Expert in Skills Development for in sector of plumbing
- *David Baber*, Senior Expert in Skills Development for Sector of Construction
- *Alexander Siboni*, Senior Expert in Training of Trainers
- *Satabdi Sengupta*, Associated Expert in Training of Trainers
- *Dirk Eichenlaub*, Senior Expert in Skills Development for Sector of Logistics

4. Objectives of the training and program.

The objectives of the workshop were developed on the basis of the QP's for VET trainers and the TNA conducted by the project.

Training objectives: At the end of the training session participants are able to

Overall objective:

- Implement Competence Based Training with respect to the desirable knowledge, skills and aptitudes of a VET trainer within the Indian TVET sector

Specific objectives:

- To maintain and enhance professional practice and technical competence
- To support and coach learners
- To deliver competence based training using different student activity based methods

Training program.

	Day 1	
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Time	Content	Who
0900 - 0930	Registration and tea/coffee	
0930-1100		
	<ul style="list-style-type: none"> Official opening and introduction of India-EU Skills Development Project 	Vaclav Klenha
	<ul style="list-style-type: none"> Recommendations from Training Needs Analysis conducted in Capital Goods Sector 	Alexander Siboni
	<ul style="list-style-type: none"> Training objectives, methodologies, workshop ground rules 	Dave/Mick
	<ul style="list-style-type: none"> Introductions of participants and expectations 	Dave/Mick
	Tea/coffee break	
1120 – 13.00	<ul style="list-style-type: none"> NSQF 	NSDA
	<ul style="list-style-type: none"> The philosophy behind CBET and definition of CBET Realisation and implementation of CBET 	Dave/Mick
	Lunch	
1330 - 1500	<ul style="list-style-type: none"> Trainees <ul style="list-style-type: none"> Learning process Learning styles Learner background Learner motivation 	Alexander Siboni
	Tea/coffee break	
1520 – 1700	<ul style="list-style-type: none"> Typical learner problems and solutions 	Alexander Siboni
	<ul style="list-style-type: none"> Selection of 3 presenters for day 3 	Alexander Siboni
	Day 2	
Time	Content	Who
0900 - 0930	Registration and tea/coffee	
0930 - 1100	<ul style="list-style-type: none"> Contrasts between traditional and CBET programs Implementation of CBET in different countries 	Dave/Mick
	Tea/coffee break	
1120 - 1300	<ul style="list-style-type: none"> Structure and contents of competence based curricula with regard to Plumbing and Construction 	Dave/Mick
	<ul style="list-style-type: none"> From curriculum to session planning – format for development of session plan 	Alexander Siboni
	Lunch	
1330 - 1500	<ul style="list-style-type: none"> The trainer QPs and competences for TVET trainers 	Alexander Siboni
	<ul style="list-style-type: none"> Presentation of group work in “Press conference format” 	Alexander Siboni
	Tea/coffee break	
1520 – 1700	<ul style="list-style-type: none"> Community of Practice 	Satabdi Sengupta
	<ul style="list-style-type: none"> Sources for self-study and professional networks on occupational fields 	Dave/Mick
	<ul style="list-style-type: none"> Teaching methods self-evaluation for homework 	Alexander Siboni
	Day 3	
Time	Content	Who
0900 - 0930	Registration and tea/coffee	
0930 - 1100	<ul style="list-style-type: none"> Teaching methods 	Dave/Mick

	○ Presentation techniques	
	Tea/coffee break	
1120 - 1300	• Implementation of feed back	Dave/Mick
	Lunch	
1330 - 1500	• The Continuous Professional Development Plan (CPD) <ul style="list-style-type: none"> ○ Domain/pedagogical knowledge ○ The CPD process 	Alexander Siboni
	• Role-play on CPD plan	Alexander Siboni
	Tea/coffee break	
1520 – 1700	• Session planning	Dave/Mick
	Day 4	
Time	Content	
0900 - 0930	Registration and tea/coffee	
0930 - 1100	• Individual session planning with regard to new curricula and preparation for presentation on day 5	Dave/Mick
	Tea/coffee break	
1120 - 1300	• Competence based assessment	Dave/Mick
	Lunch	
1330 - 1500	• Competence based assessment exercises	Dave/Mick
	Tea/coffee break	
1520 – 1700	• Coaching of trainees	Dirk Eichenlaub
	• A model for collegial supervision	Alexander Siboni
	Day 5	
Time	Content	
0900 - 0930	Registration and tea/coffee	
0930 - 1200	• Presentations and feedback in groups	Dave/Mick
	Tea/coffee break	
1220 - 1300	• Teaching methods <ul style="list-style-type: none"> ○ Different forms of group work 	Alexander Siboni
	Lunch	
1330 - 1500	• Cascading of the training at training institutes	Dave/Mick
	Tea/coffee break	
1515 – 1700	• Program evaluation	Dave/Mick
	• Certificate Awarding Ceremony	All

As the training went on different aspects of the program were changed according to participants' feedback but the timing was more or less as outlined above. On the first day the NSDA consultants were not available so unfortunately they never got to explain about NSQF.

5. Implementation of the training

The training took place at Hotel New Metro View not far from the project office in a nice big room. As in previous trainings participants were asked to sit without a table in circle format. This setting has been very useful for the first batches and participants enjoy the informal atmosphere that it creates.

On the first day CEO of the Construction Skill Development Council Col Ashwani Kumar Joshi participated in the first part of the day.

On the first day participants introduced themselves and right from the outset they were very open-minded and engaged in the training so a very friendly and positive atmosphere was established right from the beginning. A few participants preferred to speak Hindi during presentations etc. but it was the impression that all understood all trainers well with some help from colleagues from time to time.

The group worked very actively in all activities and they liked presentations and discussions a lot. This is also reflected in the feedback forms from the last day.

As noted above all planned activities except the presentation on NSQF by NSDA were accomplished. The interaction between trainers and participants was very positive and the training sessions also included a lot of fun and laughing.

6 Photos from the training





Participants implementing Collegial Supervision in groups of 3: Trainer, observer and moderator



Certificate Awarding Ceremony

7 Participants' evaluation of the training

During the training participants were asked to give feedback on how the training proceeded. On the last day participants were asked to fill out an evaluation sheet. The main results are below and the compiled evaluation forms are in annex 2.

Please, tick with "X" the appropriate column

No	Indicators	Very good	Good	Average	Bad	Very bad
1	Overall evaluation of the seminar	19	4			
2	Arrangement of the seminar	12	10	1		
3	Quality of handouts and materials	15	5	3		
4	Purpose of the seminar	14	8	1		
5.	Content of the seminar	17	5	1		

- The 3 topics most relevant to my work: 1. Session plan, 2. CBT/Group work, 3. CBT Assessment
- I would have liked to spend more time on: 1. Group discussions 2. Presentations, CBT Group activity
- I would have liked less of: 1. Theoretical, time allocation to preparation of training, lesson plan
- Going forward I would like to know more about: 1. CPD, CBT in other countries, NQF

At the end of the training an oral evaluation was held. Participants expressed satisfaction with the training and many mentioned the relaxed atmosphere and experience sharing as one of the main.

Manager RPL from Inian Plumbing Skills Council Neelam Barthwall attended the evaluation and awarded certificates to participants.

8 Conclusions

The training program has worked well and has been successfully implemented by trainers in Capital Goods and Logistics. The same experience can be drawn from the training of trainers in Construction and Plumbing sector.

The training program addresses main concerns of the trainers and at the end of the training participants can start implementing competence-based training. Participants have all got valuable feedback on their teaching/presentation abilities and they have trained how to give feedback in collegial supervision. As well they can analyse their own professional development and prepare a plan for Continuing Professional Development

Overall participants were very satisfied with the training and showed willingness to further cascade the training in own institutes.

The need for a trainer network was also stressed by this batch and they also formed a whatsapp group to stay in contact going forward.

Annex 1: Participants' compiled evaluation forms



EVALUATION SHEET

SESSION: Training of Trainers Plumbing and Construction 28 November – 2 December 16

The aim of this form is to collect information from the workshop participants to improve our work performance. Therefore your opinion is valuable for us.

Please, tick with "X" the appropriate column

No	Indicators	Very good	Good	Average	Bad	Very bad
1	Overall evaluation of the seminar	19	4			
2	Arrangement of the seminar	12	10	1		
3	Quality of handouts and materials	15	5	3		
4	Purpose of the seminar	14	8	1		
5.	Content of the seminar	17	5	1		

Please fill out the table below

The 3 topics most relevant to my work	1.Session plan (12) 2.CBT (10)/Group work (10) 3. CBT Assessment (6) Presentations, CPD plans, learning process (4) Collegial supervision, CoP, innovative teaching (3) Time management, learning styles (2) Group roles, role of trainers, self-development, deliver CBT, role models, TNA, platform skills
I would like to have spent more time on	Group discussion (4) CBT, presentations, CBT assessment (3) Group activity, different teaching methods (2) Methods, NQF, trainer roles, self-study, CPD plan, coaching, motivation& fun, learning process, best practised used for training around theory on domain & platform skills
I would have liked less of	Theoretical (2), time allocation to develop presentations, presentation of lesson plan
Going forward I would like to know more about	CPD (3), other countries, NQF and EU, next session, session plan, group norms, mind mapping, kinestehics, advanced CBT, skills for lead trainer, ToT in European countries, VAK, skills delveion in countires, presentation & communication, CPD, live videor, deeper techniques to improve skills development, CBT assessment, case studies on formative & summative

Please provide general comments about the seminar

- It is quite informative and educative
- The seminar is nice and useful for the skill development sector in the implementation
- All sessions were very good in the program
- I would appreciate that the complete training program is excellent. Got lots of valuable additional information and training and learning, too motivation and methodical. Additional information on CBT programs. Overall EXCELLENT.
- For professional and personal level this program is very useful to enhance your skills
- Seminar is useful and can help applying techniques and learning process in our work place & experienced trainers and juniors
- Seminar was impressive. I have learnt new things through this seminar
- Excellent initiative by the NSDA team and really inspiring & motivating to continuous learning. I would love to be here again any program. Useful for personal and professional growth
- Excellent and learning with fun
- I am learnt very well from this training and other people who participate in the training. I got lots of experience from this training 😊
- Seminar is very motivating for me. I gained lots of confidence here and I like the group activities performed here
- Very informative about the methods of platform skill & engagement in work which have been here in Indian context
- It really gave the in-depth of competency and competency based training. All the platform skills have been explained in an excellent way especially through activity & involvement of group members. This was a new experience to give training through involvement of learners
- This program is useful in enhancing the professional skills/platform skill of individual
- Good effort put in by trainees. It can add much to beginners in skills training. NSDA should take initiative to give exposure to trainers/training managers to visit skill schools in UK and EU
- Suggested to have training programme and residential training
- Very well designed and executed with relevant input
- Such a seminar should be organised for updating with any further development as comes