



Training trainer in Switzerland

Knowledge	Attitude/ability	Skills
1) Manage the learning function	The ability to thoroughly understand the entire learning process in order to anticipate, plan, develop and implement all training needs	<ul style="list-style-type: none"> • understands the current and evolving role of the learning manager in challenging environments • establishes a vision by: <ul style="list-style-type: none"> Ø creating a compelling picture of how the learning function improves business performance Ø enables execution of organizational strategy Ø improves individual performance • establishes strategies; develops long-range learning, development, and human performance initiatives to implement the vision; understands what drives business and how the learning function can best add value • understands the best practices in needs assessment methodologies and learning needs identification, adult learning theory, learning design theory, learning technologies, learning information systems, and marketplace resources • runs the learning function like a business by converting strategies into action plans reconciled with real-life constraints, develops and monitors budgets, and understands staffing and resource deployment.



Leonardo da Vinci

Description of vocational trainer

PL/05/B/F/PP/174021
EMCET-2

Knowledge	Attitude/ability	Skills
2) Determine competencies	The ability to clearly define job specific competencies for trainers and their contexts	<ul style="list-style-type: none">• Develops and validates definitions for competencies• Links competencies to specific context and eventual modules



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3) Deliver training	The ability to skillfully and effectively construct and present training programs, both library-related and broader conceptual training, applying knowledge of performance management and learning theory	<ul style="list-style-type: none">• Prepares effectively for a learner-focused training delivery and transfer of the learning to the workplace• Understands learner-focused solutions and how to align solutions with course objective• Manages the learning environment and participants• Understands different adult learning styles and uses multiple evaluation techniques• Understands and teaches learning theory



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Comment

As explained and written, is not existing in Switzerland a description of the modular training trainer. It is possible to start from a general description of the training trainer knowledge, attitude and skills to determine a possible specification for the modular one. the definition of the professional profile of "modular training trainer" has a relative importance (perhaps depending from contexts but seems not a central issue). His competencies in fact are not, in the substance, very different from the "normal" trainer ones. If is necessary to detect a specificity, this might be at level of vocational training engineering, that means the covering of training management and planning tasks and at level of counselling and/or orientation. But the worthwhile trend is to not create levels and profile for each possible minimum different way of perform the same profession.