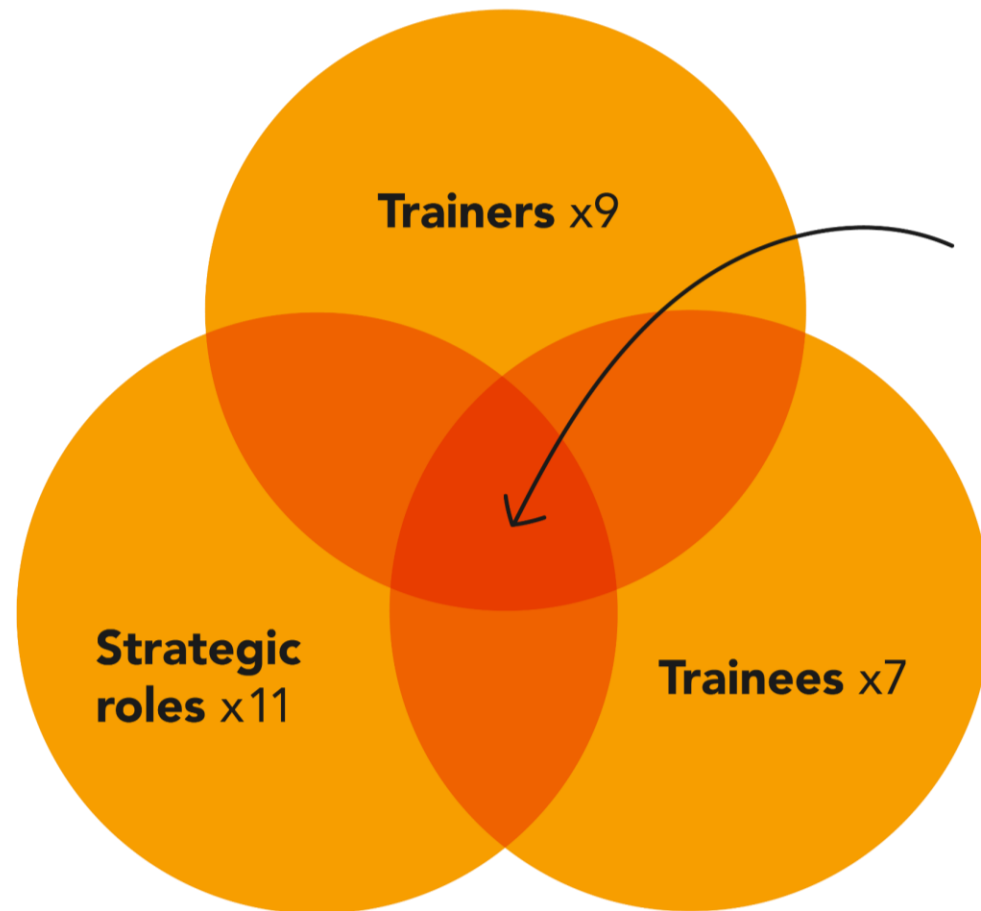


WBL as a tripartite arrangement



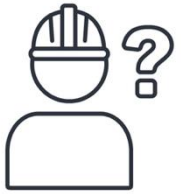
Capabilities and good practices

Motivations?

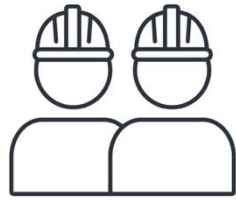
Knowledge?

Skills?

Who's doing the training?



The uninformed



The buddy



The recent graduate



The technical expert



The chosen one



The supervisor



The Learning and Development team member

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.

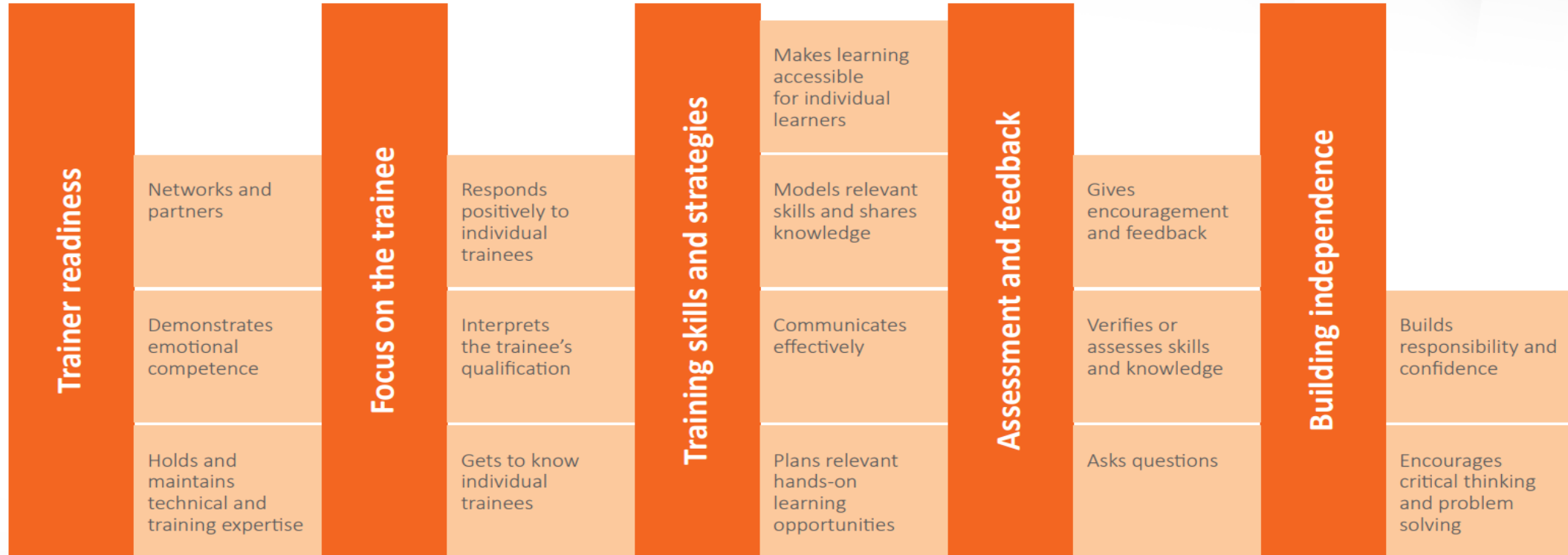
I enjoy seeing happy people at work.

Strategic roles



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

An effective work-based trainer...



Trainer development solutions

- ✓ One to one coaching from a more experienced trainer (79%)
- ✓ Listening to and talking with other trainers (72%)
- ✓ Listening to and talking with apprentices (72%)
- ✓ Experimenting with different training approaches (57%)
- ✓ Watching training advisors or experienced trainers (50%)
- ✓ Attending workshops (43%)
- ✓ Completing a qualification (36%)