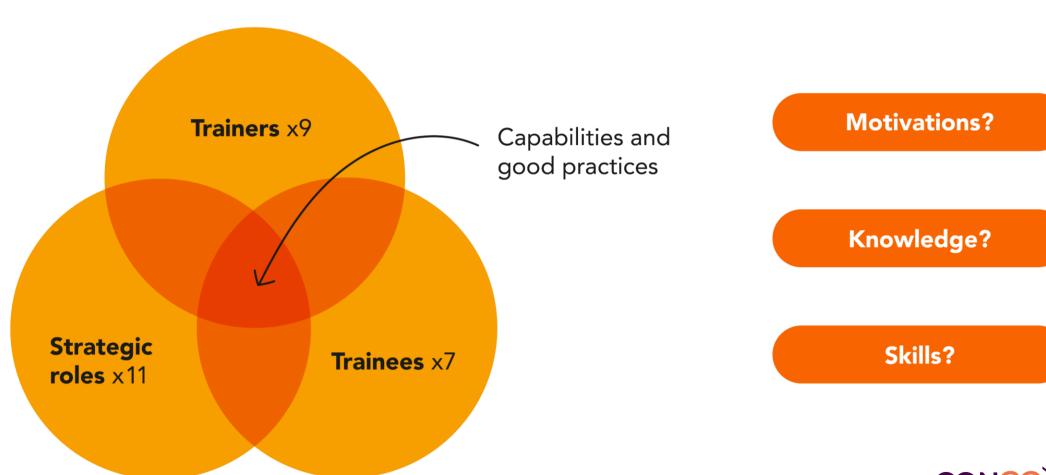
WBL as a tripartite arrangement







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?



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...

				gies	Makes learning accessible for individual learners	ack		e,	
Trainer readiness	Networks and partners	Focus on the trainee	Responds positively to individual trainees	Training skills and strategies	Models relevant skills and shares knowledge	Assessment and feedback	Gives encouragement and feedback	Building independence	
	Demonstrates emotional competence		Interprets the trainee's qualification		Communicates effectively		Verifies or assesses skills and knowledge		Builds responsibility and confidence
	Holds and maintains technical and training expertise		Gets to know individual trainees		Plans relevant hands-on learning opportunities		Asks questions		Encourages critical thinking and problem solving





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%)



