



### Training of Trainers Conducted in Vocational Training Centers, Jaipur

The COVID-19 pandemic is the greatest challenge faced these days. It has disproportionately impacted people and communities. The pandemic has caused a fundamental shift in the way people work, and there arose a need to adapt. In view of this, a need was felt to conduct a Training of Trainers (ToT) under the Skills to Livelihood project. The project supported by HDB Financial Services aims to extend skills training and livelihoods support to the lesser privileged youth and women by imparting appropriate employment-linked training to make them employment-ready.

In this context, a three days ToT was conducted from 3 March 2022 to 5 March 2022 in Jaipur with trainers from vocational training centers, Noida and Jaipur. The ToT programme was designed to provide opportunities to the trainers to enhance their skills to facilitate, create, and manage a learner-based environment. The training programme aimed to achieve the learning outcomes to improve training quality, provide advanced facilitation skills to trainers for the end-to-end training, and share learning practices within the group. Divided into three parts, the trainers were able to learn about facilitation skills, the role of technology in training, increasing participation in regular and virtual training classes, and identification and writing of case studies.

The first day of the ToT had a session on facilitation skills, which helped the participants know the difference between teaching and facilitation, how facilitation improves the quality of training, essential facts about facilitation, and how to adapt to facilitation. This was followed by a session on increasing student participation in the classroom (both physical and online). This session focused on activities that can improve students' involvement in online and physical classrooms as this has been a challenge in training, especially in the case of online training. The first day also had team building sessions to help break the ice and set the floor for learning in the three days of ToT.

The second day of the ToT focused on the role of technology in training. On this day, participants learned about different online tools useful in virtual training as using technology in our day-to-day activities is the need of the hour. This was followed by a session on using E-curriculum from Bridge2Naukri website, including the digital content available on the website and the mobile application. The day ended with live sessions wherein trainers were given a topic based on their respective sectors (BFSI, retail, IT, and soft skills) on which each trainer had to prepare a 15 minutes session. All trainers conducted their sessions, wherein other participants attended as students who provided their feedback for each trainer.

On the last day of the training, the focus was on identifying and writing case stories. The team was divided into two groups to write a case story. The stories were presented, and subsequently, the other team provided its feedback. The programme was concluded by summarising the discussion, training, and feedbacks received. The participants felt a need to conduct such trainings on other aspects of the project such as mobilisation, counseling, etc. too.