



Why Design Effective Training Interventions?

Training is really about the communication of ideas. If a trainer is communicating with their participants– by structuring and delivering content in a logical sequence–learning will occur.

Effective training interventions have eight steps. However, you don't necessarily need to complete all the steps in one day or unit. The trainer should consciously decide whether or not to include any of the following steps when designing a training intervention.

Getting the participants' attention

Starting with a quote, picture or story that is related to the presentation's topic immediately gets and focuses the group's attention.

Stating the training objectives

Stating the training objectives at the beginning of an intervention serves two purposes. It tells the trainees:

What they will be able to do at the end of the module and
Why the training is important.

Objectives should start with action verbs (describe, demonstrate, explain) and should be measurable. For example, Demonstrate the appropriate method for establishing a wet bed nursery.

Determining how you will teach the objectives

First ask yourself, "What information or skills are needed by the learner to accomplish the training objectives?" Then ask yourself, "How is the best way to convey the required information and skills?" (e.g., lecture, practical, exercise).

Showing examples or demonstrating concepts

Real examples and demonstrations enable participants to learn about a topic and to see examples of the desired product, process, or behavior.



Assam Agribusiness and Rural Transformation Project (APART)

The World Bank is the funding agency of APART
Department of Agriculture, Assam is the nodal department for implementation of APART
ARIAS Society is the State Level coordinating and monitoring agency for APART
Assam Agricultural University is the leading Agricultural University of the State and implementing agency of APART, imparting research and scientific support.
International Rice Research Institute (IRRI) is the rice global leader providing technical and hand-holding support in the implementation of APART