SAFEGUARDING TRAINING

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AGENDA

Online training

In person training

How often do you deliver safeguarding training?

Introduction

In this session we will cover suggestions/ideas on how to successfully deliver online training now that we are in a new working environment.

We will also cover how in person training is still relevant to an organisation.

How often should we do that?

TOPIC ONE

Suggestions on how to deliver successful online training

Poll Question

How often do you deliver online safeguarding training?

Some steps to remember for online and in person training:

• Be there a bit early to greet and chat with those who also show up a few minutes before the start time.

• Play upbeat music to generate a good atmosphere;

• Use icebreakers to kick things off and engage learners as much as you can.

• I personally found it very useful to talk about breaks from the start – learners tend to be more focused and manage their own attention and effort better if they know when the pauses are.

Benefits of Online training

Benefits of Online Training

Face-to-face courses can be inconvenient to organise.

It's hard to pick a time that suits all employees when everyone has a different schedule and it's hard to get them all in one place (especially if they are working remotely).

You can have more attendees at online sessions given you aren't limited for space.

Additionally, face-to-face courses are usually more expensive i.e. renting a room, supplies.

Overall, it can be far more convenient and beneficial to your company to invest or deliver high-quality online courses.

Online training delivery tips.

Don't treat training sessions like meetings

Even if you use the same programme, make sure your course feels and looks like a genuine learning intervention instead of a meeting.

Look at what facilitators used to do in the "old days" of classroom training and adapt those things to the digital environment.

Be on screen more than off-screen

You can ask participants to have their cameras on throughout the session, but you won't be able to force them to do so.

Yet, you should lead by example and be on screen as much as possible instead of talking from behind a presentation.

Make learning interactive

This advice is relevant for any type of learning intervention. Learners who are not involved lose interest very quickly.

Information retention rates can suffer, and you end up with a serious waste of time for all concerned.

It's important to be mindful of how well the participants know the subject!

Keep content to a minimum

Since Zoom fatigue is a major issue of this troubled period, keeping things short and sweet is highly advisable.

Remember that self-directed learning is very popular these days.

The goal is to avoid cognitive overload, not to shave off minutes from the module.

Include games in your training activities

Again, a universal piece of advice that also applies to remote training. Games are engaging and fun.

They can save an awkward meeting/training session when the people don't quite click, and they can certainly do a world of good for training sessions delivered via video conference.

Closing online thoughts

Finding ways to keep remote learning engaging is a big challenge for learning professionals.

Indeed, video conferencing became our go-to method for everything, but that's not a good enough reason to drop the ball.

Downside to online training

- Less interaction – did the training hit home?

- Attendees can be distracted by emails/team messages

- Unable to read body language and as a trainer it can help you read the room

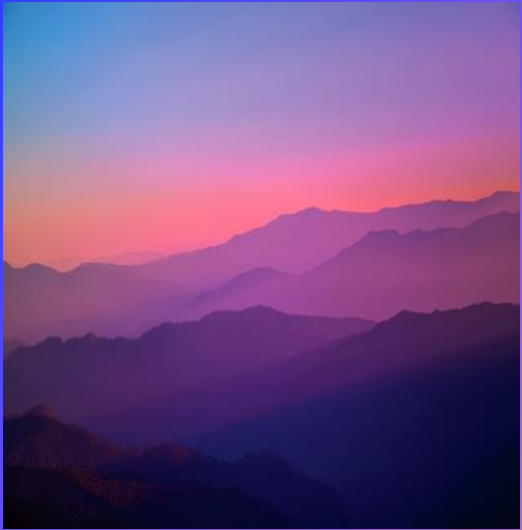What do you find to be the downside of delivering online training?
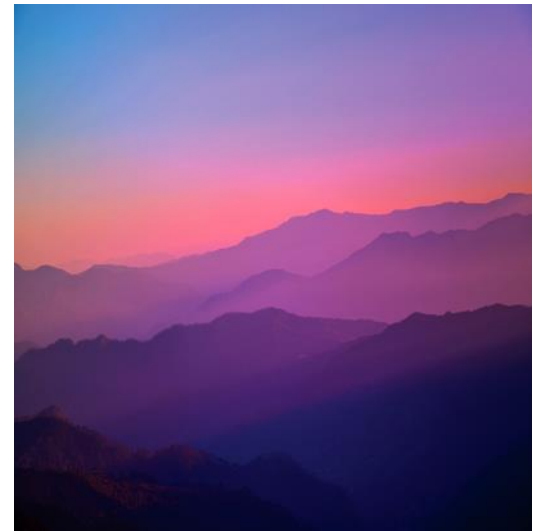
TOPIC TWO

In person training

Benefits of in person training

Who prefers to deliver in person training over online training?

In person training benefits

- **In-Person Training Provides More Hands-on Experience**

- Working with trainers and other learners in person provides opportunities for greater interaction.

In person training styles

In-Person Training Allows Several Employees to Learn at the Same Pace

Classroom/in-person instruction keeps each employee learning on the same timeline.

If more than one person from the same organisation wants to take and complete a course at the same time, in-person training is probably a better fit for this situation.

In-person training generally provides greater structure and organization.

In-Person Training Provides Greater Face to Face Interaction

In a classroom setting, students can connect in real-time.

In person training provides greater opportunities for group activities and interactive projects. Individuals who find that they learn more working with others will likely want to take as many traditional classes as possible.

Face-to-face interaction can also provide more networking opportunities.

Distractions

When the students attend in-person training, they have lesser distractions compared to attending online training at home. +

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They can concentrate on their training subject and focus on the discussions of the trainer.

What is the importance of employee training?

Training is important because it represents a good opportunity for employees to grow their knowledge base to become more effective in the workplace.

Despite the cost of training for employees, the return on investment is immense if it is consistent.

Benjamin Franklin sums it up nicely - **'Tell me and I forget. Teach me and I remember. Involve me and I learn.**

Do's - *Create a learning experience, use different types of content and activities to make your sessions engaging for your attendees.*

Don'ts - *'Death by PowerPoint' and treating your session as a one-way conversation.*

SAFEGUARDING TRAINING

THANK YOU

Aileen McNulty