



NIMS[®] OJT TRAINER WORKSHOP: Improve Your Company's Training to Accelerate Learning, Improve Retention

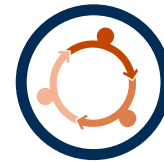
Effective trainers play an essential role in on-the-job training that helps your workforce master new skills. But even your most technically skilled employee may not be a born coach, and experienced trainers can always improve their skills. The NIMS[®] OJT Trainer Workshop provides structured training to help your trainers take their skills to the next level. Designed for companies of all sizes, the workshop will teach your trainers:



A methodology for structuring training



Communication best practices



A coaching continuum to help diverse adult learners advance their skills

HOW IT WORKS

The NIMS OJT Trainer Workshop is an efficient six-session course spread over six weeks. This is ideal for new trainers and those with a few years of experience. The Workshop combines three inter-related elements:



Online Learning Modules
(60-90 minutes/week)

Activities participants complete independently each week



Virtual Group Coaching Sessions
(60 minutes/week)

Discussions led by a NIMS instructor; participants share experiences and ask questions



On-the-Job Practice
(Weekly)

Practical, relevant assignments enabling trainees to apply the skills they are learning

EVALUATION/CERTIFICATION

By passing the evaluations at the end of the Workshop participants will earn an OJT Trainer certification. The certification process ensures that participants have demonstrated the skills presented in the Workshop.

COST:

\$1,495/participant

Subsidies available for members of The Ohio Manufacturers' Association or Mahoning Valley Manufacturers Coalition.

ABOUT NIMS



NIMS, a 501(c)3 non-profit organization, is a nationally recognized validator of performance through practical experiences that reflect the manufacturing industry. NIMS provides industry-developed and validated standards, credentials and training frameworks that enable collaboration among educators, industry, policy makers and community-based organizations to increase the performance of our manufacturing workforce.

FOR MORE INFORMATION, CONTACT:

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SCHEDULE

Week	Online Learning Modules	Group Coaching Sessions
1	Structured Training Methodology	Virtual cohort activity
2	Communication Best Practices	Virtual cohort activity
3	Adult Learner	Virtual cohort activity
4	Coaching Continuum and Skills Demonstration 1	Virtual cohort activity
5	Skills Demonstration 2 & NIMS Certification Test Preparation	Virtual cohort activity
6	OJT Theory Test with NIMS	No cohort activity



HERE'S WHAT PARTICIPANTS ARE SAYING

“ I learned a lot from it. With the videos we did I learned how to present myself better. The on-demand sections made it easy to fit the training into my busy schedule.”

“ The content was great to teach and develop the “soft” skills needed for the training role.”

“ I enjoyed it and took a lot from it. I learned how adults like to learn and the importance of knowing your audience – it’s a lot different training a middle-aged person versus a young person just out of high school.”

“ For me coming from the factory floor into a training role, it helped me understand that you need a structure to make sure the trainee understands and retains what you’re trying to give to them. Everybody’s different.”

HERE'S WHAT EMPLOYERS ARE SAYING

“ Our training coordinator found it eye-opening to see some of the different ways to approach teaching because not everybody learns the same way.”

*Chuck Stout
Pennex Aluminum*

“ Our employee got a lot out of the program. He’s seeing things from a different angle now. I see him adapting to his trainees’ learning styles.”

*Robert Guy
WLS Stamping*

“ The workshop qualifies trainers to a training standard and drives structure around learning objectives that include performance demonstrations to verify understanding.”

*Geoff Lipnevicius
Lincoln Electronic*