

AFEST: succeed in training in a work situation



FE-1 2 Days (14 Hours)

Description

Work Situation Training (FEST) today finds its place in the range of solutions for improving skills. It is now considered in its own right as a training action, subject to meeting certain criteria. Its effectiveness depends on compliance with certain conditions of success. This training gives you the methods and tools to organize the FEST and to implement it concretely.

Who is this training for ?

For whom

People in charge of deploying Work Situation Training (FEST). Tutor, monitor, trainer in a work situation.

Prerequisites

- It is not necessary to have previous experience as a field trainer to participate in this training.
- Come with your concrete training situations!

Training objectives

- Organize Work Situation Training (FEST).
- Transmit know-how and "codes".
- Facilitate on-the-job learning.
- Establish and maintain a quality relationship with the people trained.

Training program

Identifier les conditions à réunir pour apprendre du travail

- Identify what makes work educational... or not.
- Ensure an environment conducive to learning.
- Distinguish between activity and skill.
- Locate the roles of the trainer.
- Integrate the importance of reflective sequences.

Former en situation de travail

- Adopt the right posture.
- Use effective methods to share knowledge and know-how.
- Rely on the representations and prior knowledge of the 'learner.
- Evaluate acquired knowledge.
- Provide constructive feedback.

Déterminer le parcours de formation en situation de travail

- Validate the commitments of each stakeholder.
- Identify training work situations.
- Arrange the course.

Conduire les séquences d'explicitation

- Distinguish between training, evaluation and conduct of reflective sequences.
- Adopt a coaching posture.
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Établir et maintenir une relation de qualité

- Explore the motivation levers specific to each person.
- Identify your own representations.
- Prevent and manage difficult situations.

acquises.