# Meeting the Needs of NSSCs: A Modular Approach to Train the Trainer

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INTRODUCTION

- Human Resource Development (HRD) programmes implement a Train-the-Trainer (T3) programme to qualify instructors to train in various nuclear security disciplines (e.g., detection, response, physical protection).

- Typically, a basic instructor training (BIT) will align with a specific nuclear security course/topic; however, BIT focuses on developing basic instructor and presentation skills rather than focusing on how to train the specific nuclear security course/topic.

- To produce competent instructors and personnel, HRD programmes need to train to the required knowledge and skills for scientific and technical support areas using a systematic approach to training (SAT).

CONDUCIVE LEARNING ENVIRONMENT
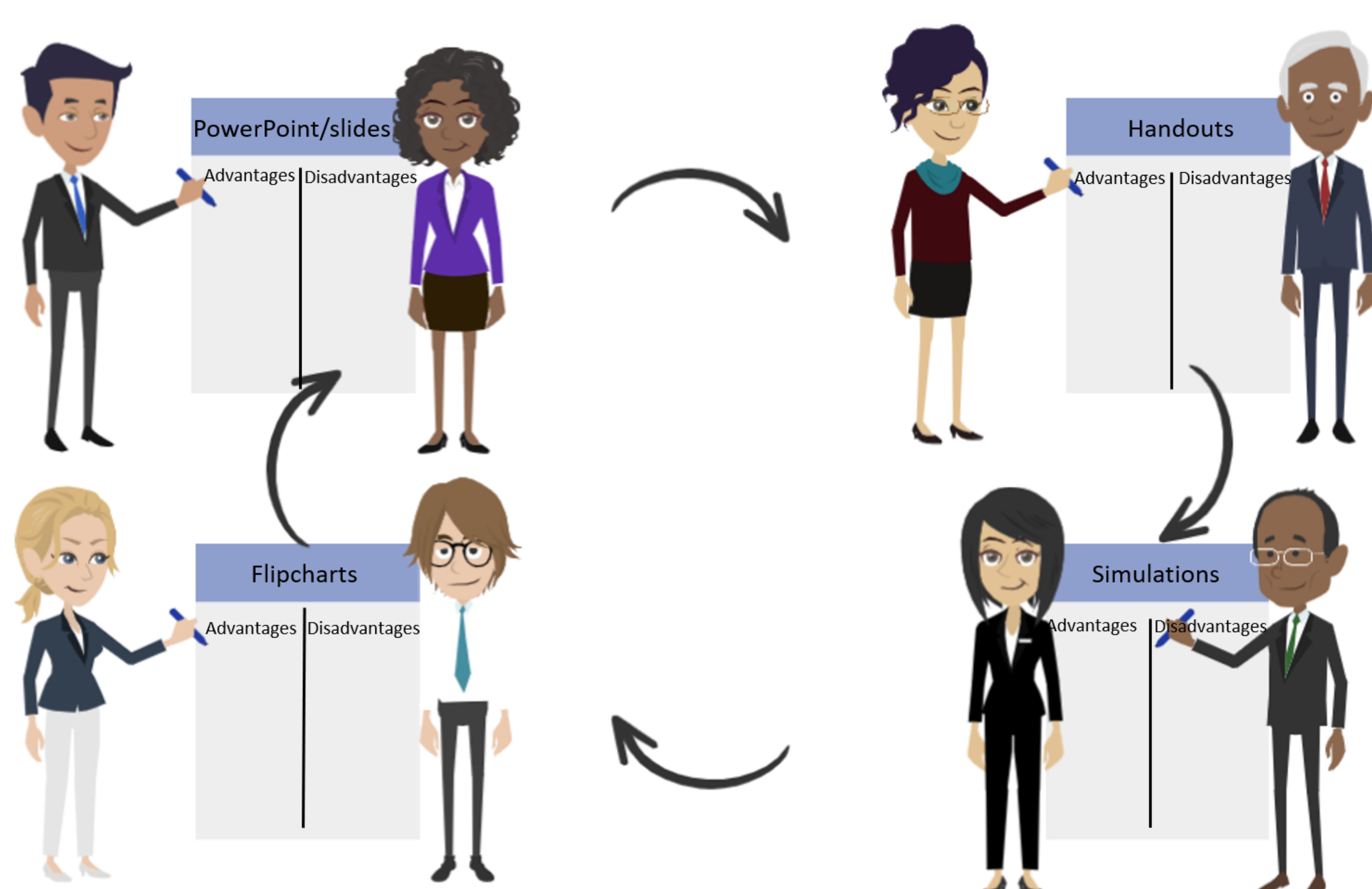
DESIGN TO EVALUATION

Level	What Do We Want to Know?	Nature of Evaluation	Method
1	Did the trainees value training? What do the managers and instructors think about training?	Reaction	Feedback sheets, observations, interviews
2	Did the trainees accomplish the objectives? (Knowledge, Skills)	Learning	Performance and knowledge tests, observations, examination analysis
3	Did the trainees use on the job what they learned? (Transfer to the job) Is there an observable change in behaviour?	Behaviour	Job sampling, observations, interviews, surveys, training committees
4	What is the end result of the training and the impact on the organization?	End Result	Surveys, performance indicators, safety performance, security events, productivity, costs, and problem solutions

APPROACH

T3 focuses on skills and how they align with SAT:

- Analysis (asking questions, research)
- Design (adult learning, instructor planning)
- Development (creativity, instructional methods)
- Implementation (facilitation, presentation skills, co-instruction)
- Evaluation (assessment questions, continuous improvement)

T3 delivers a modular approach.

- Modules are self-contained units of content in a training course that deliver knowledge and skills for a specific training programme.
- Modules offer a training programme the flexibility to package a course from a few modules to several modules depending on the nuclear security discipline.
- Courses can be customized for each training programme to adjust for target audience, trainee skill level, and time constraints.

All modules are designed as no technology (no PowerPoint) with high engagement and interaction with trainees.

- Core modules consist of:
  - *Introduction to a Systematic Approach to Training (SAT)*
  - *Conducive Learning Environment*
  - *Design to Evaluation*
  - *Training Preparation*
  - *Training Delivery*
  - *Hands-on Demonstration*
  - *Scenario-Based Discussion*
  - *Practical Exercises*
  - *On-the-Job Training*

SCENARIO-BASED DISCUSSIONS