

Sample for testing Bangla Translation

Training Methodologies

This Trainer's Manual is firmly grounded in a participatory approach to learning. The sessions benefit learning through interactive activities, discussions, and small group work. Participatory learning methodologies help learners build their knowledge and skills through shared reflection, critical analysis, and collective problem solving.

The role of the trainer in a participatory session is one of guidance, not authority. This training should be considered a learning journey that participants and trainers are taking together, not a one-off delivery of information from one source to a target audience. While there are content presentations included in this trainer's manual, the trainer should always strive for a conversational tone and a dialogue with participants. **In addition to participatory training methods, the trainers using this manual will apply and role model principles of adult learning, CBT methods, facilitation, and communication skills, and use of each training method.**

Learning sessions are designed to use a variety of CBT methods in a participatory way to transfer of knowledge and skills and change attitudes. Methods include use of simulation, large and small group discussions, case studies, roleplays, brainstorms, demonstration, and self-administered and observer skills checklists to assess learning. During the ToT, trainers should ask participants to take note of application of adult learning methodology, effective facilitation, communication skills, and use of competency-based methods, as these will be demonstrated and modeled to train the participants to be trainers.

Learner Activities

Sessions open with an introduction to the topic and session objectives, as adult learners are better motivated to learn if they understand what they are expected to learn and how this relates to their work and previous sessions. The learning activities can be adapted depending on time available and learning pace of participants. However, adaptation should not compromise accomplishment of objectives, particularly those that help participants develop competence. The sessions end with review of objectives, summarizing, processing, and thinking about application of learning. Trainers should also make clear the link to the next session.

Methodologies

- **Presentations:** Presentations are used to convey new information as well as to review content with which participants may already be familiar.
- **Discussion:** Discussion provides an opportunity for participants to ask questions and clarify issues that are unclear to them. It is also a chance for the trainer to evaluate the participants' views and level of knowledge and understanding.
- **Brainstorm:** Brainstorming involves generating ideas in a group quickly and without judgment. Every idea is accepted.
- **Group Work:** Some learning objectives include group work, which is usually followed by a session in which feedback is provided to the class as a whole.