

CERTIFICATE IN ADULT LEARNING & TRAINING MANAGEMENT – CONCEPT NOTE

Certificate in Adult Learning and Training Management (CALTM) is a jointly designed and certified workshop by Pratham Education Foundation and Centre for Lifelong Learning, Tata Institute of Social Sciences. It is specially designed for Pratham and ASER Centre trainers who go on to train various adult groups such as in-house trainers at the state and district level, government teachers, teacher trainees, etc. In 2015, Pratham and ASER Centre collaborated with close to 100 District Institutes of Education and Training, DIETs, and a few teacher training institutes to build the capacity of its teacher trainees in 14 states in India - Himachal Pradesh, Haryana, Rajasthan, Uttar Pradesh, Bihar, Jharkhand, Assam, Madhya Pradesh, Odisha, Chhattisgarh, Maharashtra, Telangana, Andhra Pradesh and Tamil Nadu.

Course objectives:

- To demonstrate the difference between conventional and alternate training
- To demonstrate and apply principles of adult learning
- To impart the necessary skills for understanding trainees and facilitating learning for them
- To know and practise the different participatory methods of training
- To impart skills for facilitating, organising and managing a training effectively

Course module:

Module 1: Adult Learning and Cognition
Module 2: Participatory Training: Ideology and Methods
Module 3: Working and learning in groups
Module 4: Designing Training Workshops
Module 5: Facilitation Skills
Module 6: Managing Training

Course structure

CALTM is a ten-month course with 150 hours of classroom interactions and 300 hours of field work. The 150 hours of classroom interactions are covered over 20 working days wherein participants attend sessions on the aforementioned modules. The 20 days are divided over four phases and the trainings are conducted in residential mode. Field work is divided into a practicum of 60 hours and field practice of 240 hours. The course awards participants with 20 credits.

Methodology

Participatory Training Methodology is used wherein different methods such as group activities, small and large group discussions, role plays, innovative exercises and more are used.

Evaluation

The participants are evaluated through a combination of continuous evaluation and a final examination. The continuous evaluation comprises classroom participation, presentations, group projects, home assignments, etc.

Resource persons

The sessions are jointly conducted by the faculty of Centre for Lifelong Learning, TISS and the facilitators of the People Development Unit of Pratham. A team of supervisors has been created for evaluating field work of the participants.