

**WP3 - TRAINING/COACHING OF TRAINERS**

**Training centre (BTP CFA) of Saint-Herblain (Pays de la Loire region, France)**

**PART ONE: 1 day on site**

PARTICIPANTS :

* Philippe Dreyfus (Director of Development of the training organisation BTP CFA Pays de la Loire)
* Mickaël Prioux (trainer specialised in training middle managers on site, intervenes in the regional framework)

TRAINER/ACCOMPANIST :

* Pierre Touillon (trainer of trainers, CCCA-BTP)

PLACE AND DATE: **BTP CFA training centre in Saint-Herblain, 5 January 2023**

DEVELOPMENT OF THE ACTION :

1. Reminder of the objectives of the experimental training courses with the learners (renovation site technicians/site managers):
* Use and test the RenovUp tools: observation grid in a work situation, positioning grid, follow-up grid.
* Produce training/professionalization sequences for the chosen groups of learners and courses.
* Produce a final report before the final deadline of 31 May 2023 (however, early May if possible).
1. Reminder of the cross-referenced competences between the RenovUp reference guide and the content of the two training courses chosen as experimental by the training organisation BTP CFA Pays de la Loire (Refer to the documents produced in the framework of the RenovUp project for details of the training blocks and components).
2. Work on the methodology for designing and running sequences and drafting a methodology (to be formalised by the trainers concerned):
* Always start from real work situations of the learners.
* Based on the objectives chosen for the training sequence/component, develop a learning situation, based on real work situations observed in the company: this learning situation confronts the learners with a problem, a difficulty or an obstacle to be overcome.
* The answers are worked out jointly by the group of learners and the trainer to achieve the co-construction of the knowledge in question (rules, operating methods, methodology of professional action, etc.).
* The working method is based on an active and interactive approach between the learners and the trainer.
1. Presentation of work materials :
* The company observation grids (1 and 2) were not revised during the training, given the extensive work carried out by the training organisation during the experimental phase. It will be used with the modifications made during this experimental phase.
* The positioning grid (3) was analysed in view of its purpose and the proposed instructions for use: it was designed by the RenovUp project partners to identify the training needs of each learner, to identify the strengths of each learner and to make them potential resource persons at certain moments of the training sequence with all the learners.

The content of this grid will be adapted for each of the two courses by cross-referencing its current content with that of each of the two courses concerned.

* + For team leaders, it will be used from the start of the training, scheduled for mid-January 2023.
	+ For the technical managers, as the training had already been underway for several months, it was envisaged to use it instead as a reflective diagnostic tool at the beginning of each learning sequence in the training centre.
* The competence monitoring grid (4, of Italian inspiration): its content and purpose, as well as instructions for use were explained. It was mentioned that it was different from the logic of grids 1, 2 and 3 and that a necessary time of appropriation would be necessary to understand its purpose, but it is a relevant tool.
1. Summing up and conclusion :

It was recalled that by the end of the experiment, in a real learning situation with the learners, it is expected that :

* The production of four training sequences (two for team leaders, two for works managers), clearly linked to the RenovUp training blocks and components.
* Four reports of these training sessions, clearly indicating which RenovUp blocks and components were tested (within the framework of existing training courses).
* Elaboration and formalisation of the pedagogical methodology for the creation of sequences (from observation in work situations to the evaluation of the learners' training achievements).
* Production of a final report on the experimental training courses with the learners, including a critical assessment of the use of the methods and grids (1, 2, 3 and 4) designed in the framework of the RenovUp project.

NEXT STEPS :

* Observation of work situations in companies, in the presence of learners on the renovation site (between mid-January and end of February 2023) and production of analysis documents.
* 2e training/coaching session for trainers, **6 and 7 March 2023**, with trainers from the BTP CFA training centre in Bordeaux-Blanquefort.