TOPIC AND BASIC DESCRIPTION: TRANSFER OF TRAINING

This module discusses the primary factors that influence training participants’ ability to generalize and maintain knowledge and skills learned in a formal training setting back to the workplace.

At the completion of this module, learners will be able to discuss the role of learner characteristics, training design/delivery elements, and support resources within the work environment that impact successful transfer of training. Specific learning outcomes are outlined for each class session below:

• Class 1 (50 minutes):
  Define transfer of training and the primary theories of transfer.
  Discuss the role and importance of transfer in evaluating training outcomes.

• Class 2 (50 minutes):
  Identify the three primary factors in successful training transfer.
  Discuss how transfer can be supported before, during and after training.

• Class 3 (50 minutes):
  Identify key stakeholders to support transfer strategies.
  Summarize and extend key learning on transfer of training.

Activities: Introductory and review activities are embedded within each module section to help link module discussions and support knowledge transfer of content. Specific application activities are also included within each module section: a comprehension quiz (Class 1), a case study review (Class 2), and a case study completion (Class 3).

Module Length: 150 minutes. The module is designed to be taught over three 50-minute periods or two 75-minute periods.

Suggested Reading


Suggested Text


References


