Formation - Improving trainer's skills

TRAINERS-EN-P | **Présentiel** | **20 jours**

Provide participants with the methods and tools required to effectively train technicians in operating facilities

Niveau

Fondamentaux

Public

Personnel in charge of training and technical competency enhancement programs

Objectifs

Attendees will be able to implement the following skills:

- Upon completion of this program, participants will be able to
- Design structured technical training programs adapted to industrial operational contexts.
- Define clear learning objectives and appropriate training activities for technicians and operators.
- Deliver effective training sessions using appropriate teaching techniques and communication strategies.
- Supervise field training activities such as Practical Exercises (PE), On Job Orientation (OJO) and On Job Training (OJT).
- Evaluate trainee performance in operational training situations.

Pédagogie & ressources techniques

- Participants are required to practice all the concepts (workshops, exercises, field games)
- Case studies in class and on the field, some participants playing the role of trainees

Évaluation des acquis

- Trainees are assessed throughout the training through practical application phases and interactions with the trainer
- A final on-the-spot evaluation may also be carried out at the end of the course and/or at the end of each module using tests designed to verify the learners' understanding and assimilation of the knowledge linked to the training objectives

Prérequis

No prerequisites are necessary to follow this course

Responsable

IFP Training instructors, with expertise in the field and trained in modern teaching methods adapted to the specific needs of learners from the professional world

Programme

WEEK 1 - FOUNDATIONS OF TECHNICAL TRAINING AND COMMUNICATION

THE ROLE OF THE TECHNICAL TRAINER — 1 day

Responsibilities of trainers in industrial training programs.

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Knowledge transfer in operational environments.
Challenges of training experienced technicians.

COMMUNICATION AND INTERPERSONAL SKILLS — 1 day

Communication processes and barriers.
Active listening techniques.
Questioning strategies.
Managing difficult interactions during training.

TEAM DYNAMICS AND LEARNING CLIMATE — 1 day

Building trust and psychological safety.
Encouraging participation.
Managing group dynamics in training sessions.

INTRODUCTION TO PEDAGOGICAL ENGINEERING — 2 days

Differences between objectives, content and activities.
Structure of a training sequence.
Learning progression: from simple to complex.

WEEK 2 - DESIGNING EFFECTIVE TECHNICAL TRAINING

TRAINING NEEDS ANALYSIS — 0.75 day

Identifying competency gaps.
Linking operational tasks and training objectives..

LEARNING OBJECTIVES AND TRAINING STRUCTURE — 0.75 day

Writing measurable learning objectives.
Structuring learning progression..

TRAINING PLANNING — 1 day

Organizing training sessions.
Time management in training delivery.

TEACHING METHODS AND LEARNING ACTIVITIES — 1 day

Demonstrations.
Guided practice.
Problem-based learning.
Case studies.

TRAINING MATERIALS — 0.75 day

Training manuals.
Technical presentations.
Exercises and practical activities.

TEACHING TECHNIQUES — 0.5 day

Questioning techniques.
Encouraging trainee participation.
Checking trainee understanding.

TRAINING PLAN PRESENTATION — 0.25 day

Participants design and present a training module.
Peer evaluation and trainer feedback are conducted.

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WEEK 3 - FIELD TRAINING METHODS

FIELD OPERATOR TRAINING PHILOSOPHY — 0.75 day

Principles of operational training.
Learning through real operational situations.

PRACTICAL EXERCISE (PE) — 1.25 days

Design of practical training scenarios.
Preparation of equipment and safety conditions.
Supervision of trainees during exercises.
Debriefing techniques.

TECHNICAL REINFORCEMENT (OIL & GAS EQUIPMENT) — 1 day

Key equipment used in operating facilities.
Basic operating principles.
Safety considerations during technical training.

ON JOB ORIENTATION (OJO) — 1 day

Introducing trainees to operational environments.
Structured observation activities.
Safety supervision.

ON JOB TRAINING (OJT) — 1 day

Learning by performing operational tasks.
Coaching during real work situations.
Performance evaluation.

WEEK 4 - ADVANCED OPERATIONAL TRAINING AND TROUBLESHOOTING

TROUBLESHOOTING TRAINING — 1 day

Understanding process deviations.
Diagnostic reasoning.
Decision-making under operational constraints.

PEDAGOGICAL PLANT ACTIVITIES — 1.25 days

Equipment operation principles.
Dynamic plant loops.
Practical troubleshooting exercises.

OPERATOR TRAINING SIMULATOR (OTS) — 1 day

Simulator training philosophy.
Training on process disturbances.
Scenario-based learning.

HSE TRAINING SCENARIOS — 0.75 day

Safety practices during operations.
Maintenance activities in safe conditions.
Safety audits and risk awareness.

INTEGRATED TRAINING WORKSHOP — 1 day

Participants design and deliver a complete training scenario integrating:

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- Operational troubleshooting.
- Safety constraints.
- Technical decision-making.

Final group debriefing and trainer evaluation.

Sessions

La Mède - Du 12/10/2026 au 06/11/2026 **19750 €/HT**

To French entities : IFP Training is referenced to DataDock ; you may contact your OPCO about potential funding.
Please contact our disabled persons referent to check the accessibility of this training program : referent.handicap@ifptraining.com

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