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Introduction to ‘Training / Education’

The process of enhancing an individual's knowledge, skills, and competences in order to enhance their performance in a particular activity or field is referred to as training.

The ongoing, self-motivated, and voluntary pursuit of information and skills throughout one's life is known as lifelong learning. It encompasses social, professional, and personal development in addition to formal education.

Training is essential for a successful job insertion because it gives people the skills & competences, information, and self-assurance they need to join and succeed in the labor.

Key Components:

- Learning Objectives – Clear goals on what trainees should achieve.
- Content – Structured material tailored to the audience’s needs.
- Training Methods – Lectures, workshops, e-learning, hands-on practice, etc.
- Activities– Interactive elements like role-playing, case studies, and group work etc.
- Assessment & Evaluation – Tests, quizzes, practical applications, or performance reviews.
- Follow-up & Feedback – Post-training support to reinforce learning.

Types of Training:

Face-to Face Training: Instructor-led sessions in a formal setting such as a classroom.
Distanced Training: E-learning through videos, modules, and virtual classrooms (synchronous, asynchronous, blended).
On-the-Job Training: Learning while working.
Workshops & Seminars: Interactive and focused skill-building sessions.
Soft Skills Training: Improving communication, teamwork, and leadership.
Technical Training: Developing industry-specific knowledge and competencies.

Significance:

Bridging Skill Gaps: Aligns candidates’ competencies with market demands.
Enhancing Employability: Increases job readiness through practical skills and certifications.
Boosting Confidence & Adaptability: Prepares trainees for workplace challenges.
Facilitating Career Transition: Helps unemployed individuals or career changers integrate smoothly.
Supporting Lifelong Learning: Encourages continuous professional development.
Increasing Productivity & Retention: Employers prefer trained employees who can contribute immediately.

This publication has been developed with the financial support from the European Commission in the framework of Erasmus+ program me. The information and views set out in this publication are those of the authors. The European Commission and the Belgian National Agency may not be held responsible for the use, which may be made of the information contained herein.