

## ATMC Discussion Group

### How do We Refresh Training into a Better Light?

- Gathering Buy-in BEFORE training starts
- More hands-on than virtual... 70% as opposed to 50%
- More complete understanding of your audience
- Not one-size-fits-all training
- Flexibility of curriculum
  - Trended courses taken in any order
- OJT for entry-level... Offer external training as bonus
  - Plan and Mentor
  - higher wage
- Consider training as an added tool to the toolbox
- Have to sell three levels, Manager, Mentor, Mentee
- Don't just buy training to check a box
- Focus on soft skills training as well
- Micro-training... just in time... Daily and during the day
- Training can be fun... gamification
- Get away from Pwr Points and paper
- Rotate between instructor and tech support to stay current
- Adapt to the younger generation's learning preferences
- Build an in-house training culture
- Clear career path and options