

# *Creating Engaging Trainings*

commonwealth  
› › autism

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Training events are one of the main ways we can provide professional development to service provider and caregivers. But how can you make sure people get the most out of your training? Here are 5 tips for creating engaging trainings that people will remember!

## *Five tips for Engaging Trainings*

### **Know your learners**

**1**

Adult learners want information that is relevant to their job responsibilities and can be immediately applied. They also come to training events with a foundation of life experiences and knowledge. A good trainer can use this knowledge and experience to encourage active participation.

**2**

### **Create clear instructional objectives**

Clear and measurable learning objectives are the foundation of a good training. Training objectives should answer the following questions: 1. What will participants be doing? 2. Under what circumstances will they be able to do it? 3. How well will they be able to do it?

**3**

### **Incorporate activities and effective visuals**

The fastest way to lose your audience is to read from Powerpoint slides. Use variety in your media and alternate use of text, photos and videos. Adult attention spans are becoming shorter and shorter and to continue to engage an audience, you want to incorporate relevant activities that encourage participation. Role plays, discussion groups, and make and takes that are directly related to your training content can keep your participants engaged and make it more likely the information will be utilized when the training is over.

**4**

### **Open and close strong**

Immediately let your audience know the WIIFT (What's In It For Them). A strong opening can also reassure your audience that you are organized, you know what you are talking about and you are not going to waste their time. For a strong closing, summarize the highlights of your training and emphasize what you most want participants to take with them.

**5**

### **Evaluate your training**

Evaluating your training is essential making improvements for future participants and can demonstrate that your training has value to the learners. At minimum, you should assess the degree to which participants find the training favorable, engaging, and relevant to their job. For more information on this, check out the Kirkpatrick Model.

**For more resources, check out our Best Practice Blog at  
[www.autismva.org/bestpractice](http://www.autismva.org/bestpractice)**