

## Tips for Preparing Training for Participants with Learning Difficulties

- Give yourself time to know your participants. Find out what are their strengths and play to them. Everyone should get a chance to play each production role, but also allow them to take on the roles they are more comfortable with.
- Usually training delivery is about learning to do, in this case is learning by doing. Trainees showed a keen interest in interacting with technology and using the studio and portable recorders. We found the best way is to explain a short procedure and ask them to repeat it, and then get trainees to practice.
- Have a member of staff of the organisation the trainees attend, as they would know the trainees, understand the group dynamics and can help highlighting the skills and interests of each trainee, and to keep the group .
- Two trainers to support each other and take turns in the training delivery (particularly, to have a trainer who has experience in training the group and understand the need for flexibility and how to interact with the group).
- Studios that are accessible to people with disabilities, but also accessible during the training session. This is important as the training is delivered as short demonstration and practice rounds.
- Flexibility when it comes to the training plan and the training outcomes. They need to be adapted and change as the training progresses, and there is a more realistic perception of the needs, skills and interest of each individual trainee and the group as a whole. It is also necessary to plan for some of the trainees not to be available for specific sessions, so the content would have to be repeated again, or the fact that to achieve some of the training outcomes might require more time than planned initially.

All theory elements are difficult to deliver and it is important to find ways to achieve learning outcomes in a practical way. Objectives need to be adjusted to the possibilities and learning needs of the group, which would involve it to strip any training plan back to basic and key learning (ie. Learn how to use a microphone, but not need to know about different types of microphones). We believe that the group has the capacity to achieve a more complete and in-depth learning, but this could be achieved over time through continuous involvement with the radio station.

- It is important to understand that the group needs to be nurtured, and be open to include personal development outcomes in our evaluation of the training, particularly with this specific target group. It would interested to be able to measure increased confidence, better communication skills, etc).
- Another key area is to work on the group dynamics, and ensure that everyone has a turn at every aspect of programme production, and to ensure that each trainee have their say.
- What it work: