

# Rich Filling for Training Gaps - Mixing and matching standardized materials to needs



## INGREDIENTS



1. **MULTIPLE x** Training tools/ materials mostly visual and animated so easily absorbed and understood



2. **ONE (1)** Menu of multiple standardized training courses/ lessons that offer tasty pairings of tools and materials – here served by UNIDO



3. **ONE (1) x A la carte (modular)** approach to increase customization of materials for different appetites



4. **MULTIPLE x** Remote experts who can help institutes and companies with using the material

### What does this recipe make?

This recipe provides the latest, training materials and tools with deliciously up-to-date content for training institutions in developing countries without additional resources for continual training materials development. This recipe also caters for SMEs without in-house workplace training, helping them serve lifelong learning to the employees within their companies.



## COOKING TIME

When existing courses meet demand, cooking time is approximately 12 months:

- » Needs identification for training materials within Institutes/SMEs: 2 months
- » Mix and match standardized training courses with need - combining modules that can provide identified skills in classroom/face-to-face training courses or for distance learning: 6 months
- » Identify appropriate experts to provide remote assistance in further customizing and implementing the courses: 1 week
- » Support the implementation of the training in training institutes and SMEs: 6+ months

*Note: When existing courses do not meet demand, and new courses need to be developed, an additional 12 months is needed for materials identification, training course development, course testing and roll out.*



## PREPARATION

- » Have a menu of high quality training tools/training content available (such as those at UNIDO) Dish of the Day? Footwear Pattern Engineering; How to deal with hydrogen sulfide gas; First Aid at the workplace; Introduction to treatment of tannery effluents; Working at height, Rope Access and other under developments.
- » Select a committed counterpart (training institution; company) with students/learners with a hearty appetite for learning.



## DIRECTIONS

1. Identify required skills and training needed for industry development in the location.
2. Inventory the existing training tools, curricula, syllabus etc. in the training center or SME.
3. Fill gaps with a rich layer of standardized training, strengthen existing materials, or develop new offers of training tools/content (as needed).
4. Serve to institutes and SME without their own training resources and a demand for new training materials, who are in turn serving trainers and students who want to strengthen their skills. Garnish with consultation, deep listening and generous customization.
5. Pour in ample assistance with training and implementation e.g. in some cases a blended training tool.
6. Support the training institution or SME by monitoring and providing remote support as needed.



## VARIATIONS ON THE RECIPE

This recipe is customizable to different appetites and different locations – in order to increase to be most satisfying (and efficient) localization is needed.



## FOR MORE INFO

[www.leatherpanel.org](http://www.leatherpanel.org)



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