



ACI APR 07

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Centralized vs. Decentralized Training

- Which way is best?
- Can we do both?
- What is the best Mix?
- What resources do we need?



Centralized

- Pros +
- Consistent Message
- Less Training Staff needed (full time trainers)
- Well developed facility
- Well developed curriculum.
- Cons –
- Not tailored to region
- High cost to get to location
- Facility may not represent real world.
- Very little hands on training.



Decentralized

- Pros +
- smaller group, more one on one.
- The students are part of a team already
- The site is local
- Opportunity for hands on in actual environment.
- Lower travel cost
- Cons –
- Rustic class room or none at all
- Access to technology not available
- Inconsistent message
- More trainers needed or more travel for a few.



Finding the right Mix

- Highly technical training (HVAC) is centralized.
- New techniques are centralized
- Trainers are identified at local level and given materials and taught how to use technology, (decentralized training).
(Train the Trainer)



Finding the right Mix

- Q&A Visits are also Training opportunities.
- Technicians hear from and are show by the persons doing the inspection, (this is what we want to see).
- Tasks requiring less skill are handled at the local level by a local trainer with materials and curriculum developed at the center.



New Technology

- In Colorado we make videos as training aids.
- We are also developing Web-casting and Web-nar capabilities.



Making Movies

- Why do it?
- The process
- Equipment needed



The Why of it

- It's a common way to learn, TV age.
- It can be used at a moments notice.
- Can be used on a job site
- A consistent message can be given.
- A training can be viewed over and over again,(turn-over)



The Process

- Choose a subject
- Form a committee responsible for production
- The group writes and agrees upon and out line.
- Shooting is started on the project
- Editing begins
- Review throughout the production



End of Process

- The film is reviewed by the committee and final approval is given.
- Copies are made and disseminated.



Equipment Needed

- Camera, Mini DV
- Computer with video and sound editing software
- You can spend a little or a lot, but to get started you only need a little and a plan.



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