



Yours In Training

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May 2009



Hello Subscriber! On behalf of the team at MRWED Training and Assessment, I hope you enjoy this issue of Yours In Training!

If you would like to view this issue online visit <http://www.mrwed.com.au/YITMay09.pdf>

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1. What is happening at MRWED?

New Look Ezine

Welcome to our new look ezine! After many months of development, we finally have your favourite training and assessment newsletter back online. To ensure you have the latest news and professional development information, we have some important changes to make you aware of.

Firstly, from May 2009, the *Yours In Training* ezine will become a monthly edition. For those of you wanting information even quicker, we have a new Blog which is updated weekly.

Most of our MRWED updates and Industry news will either be discussed on this blog (www.mrwed.com.au/blog), or at our regular MRWED news page (<http://www.mrwed.com.au/news2009/news2009.htm>).

You can also communicate directly with me on twitter, if you have any training issues you would like our take on. Look for me at:

http://twitter.com/MRWED_CEO

MRWED Year to Date

It has been an exciting start to the year for MRWED and there is so much to tell you all about. However, I will keep it to the highlights:

- In February, Aaron and I travelled to India to deliver our first Training Trainers Program (TTP) for construction company Kalpataru.
- In March, I spoke about “Understanding the Language of the Learner” at the DEEWR BIG Skills Conference in Sydney. I also had the most popular (by attendance) concurrent workshop at the DETA Partners in Smart Training and Assessment Conference held at Broadbeach. The workshop was about the “12 proven tricks to spice up your training”.
- In April, Aaron and I spoke at LearnX. Aaron tackled the topic of generational learning and I outlined the benefits and pitfalls of offshore delivery.
- Later in April, MRWED was listed as one of the top 10 Places to work in Australia (at number 8) by the Great Place to Work Institute and BRW Magazine. We were thrilled to make this list which includes internet Behemoth Google (#1) and Sydney-based Financial Services Company, Russell Investments (#3). Furthermore, we were proud to have out-gunned big names like Deloitte (#11), Coca Cola (#20) and Yahoo (#21).

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- The most exciting news for us in April was our successful extension of scope application for the Diploma in Training and Assessment. We will roll out this new course from July 2009. However, if anyone is interested in participating in a trial of the program, we have a few positions left for our Melbourne and Sydney Trial courses starting in June. Participants in the trial courses will receive a 20% discount on their course fees for the Diploma. If you are interested in either of these trials or would like the latest information pack on the Diploma to be sent to you, please call us on Free Call 1800 287 246 or email contactus@mrwed.com.au. Don't miss this professional development opportunity!
- Finally, to round out the year to date update, this month *US Training Magazine* announced its top young trainers for 2009, for which I was named in the top 10. The official ceremony was held in San Diego at the Rancho Bernardo Inn. The full list of winners appears in the May edition of *Training Magazine*. (www.trainingmag.com)



2. Tips and Tricks

CD offers help in accredited course development

A guide to *course accreditation for VET— a resource for course developers* was developed to ensure all vocational education and training (VET) courses meet national regulatory and quality standards. Whilst developed in Queensland, it is relevant in all jurisdictions.

The new CD provides simple, step-by-step instructions and practical examples of the course accreditation process developed in partnership with industry. The CD is particularly useful for course developers in remote areas who cannot attend the workshops in capital cities. The cost of the guide is \$25. Although, I think this is money well spent to ensure your course development and accreditation runs smoothly. To order your copy contact the Accreditation and Vocational Placement team on 07 3237 1764 or email accreditation@deta.qld.gov.au

Training Game: Electricity

This is a quick energiser. Get your students to stand in a circle and face in towards the centre. Ask one student to begin the game by doing an action and “sending it” around the circle. (You may need to model this first yourself to get them started.) After each person in the circle has done the action, the next person sends another action around. Repeat this until everyone has had a turn. For extra fun, you can send two different actions around in opposite directions!

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This game is kind of like a Mexican wave and like at a sporting event, the energy this activity will generate will be “electric”! As an extension, I have seen this done with laughter, rather than actions. In this variation, each student has to send around a different kind of laugh, which is repeated by everyone in the group. The laughter will be infectious and you can’t help but have a great day!



3. Training Stories

This is a new addition to the ezine. Each month we will examine a successful training story that will help us all to think and grow. This month we look at: **On-the-job training conducted by Cross Country Staffing.**

Blending classroom training with relevant on-the-job components helps to support the retention of content and the transfer of knowledge and skills to the workplace. It is a myth that everything learned in the classroom will be applied directly to the work context, so the addition of on-the-job training is often necessary for students to make the connections to workplace practice.

By complementing classroom components with on-the-job training in its comprehensive, 11-week recruiter-in-training (RIT) program, Cross Country Staffing has achieved the important balance of theory and practice. In a way they have also embraced the often quoted maxim, famously attributed to Aristotle: "For the things we have to learn before we can do them, we learn by doing them."

The program's course content is facilitated by subject-matter experts and is focused on the knowledge, skills and abilities needed for trainees to perform successfully as recruiters. On-the-job training, for its part, is interspersed throughout the classroom sessions, and provides trainees with an opportunity to both observe and perform the daily tasks and responsibilities of a recruiter.

Abbey Warsaw, manager of functional training at Cross Country Staffing has suggested that they are producing more confident recruiters and are retaining these recruiters for longer, since the introduction of the training.

If you have a successful training practice implemented in your organisation, we would love to hear about it. Email me directly: mrattcliffe@mrwed.com.au

4. Web Roundup!



This month's Web Roundup highlights a neat little training tool which I am sure you will have hours of fun with. I have seen it used effectively in both schools and VET settings as it helps students to visualise things in a different way. It is called "wordle" and it is a tool for generating "word clouds" from text that you provide. You can easily create posters or import into a PowerPoint slide. I have recently used it to support a brainstorm activity, which worked quite well. To review for yourself, check it out at: <http://www.wordle.net>

5. MRWED Quick Links



What would you like to visit?

- [Course Dates](#)
- [MRWED News](#)
- [MRWED Home](#)
- [MRWED Blog](#)

Next Issue...



Next month we will look at some questions for coaches, explore a site to download and share videos for training and review a get-to-know you game called "what's my flavour!"

If you have any questions, suggestions or issues to be discussed on the Yours in Training! Ezine then please [email](#) us or call our Client Relations Team on **Freecall 1800 2 TRAIN** (1800 2 87246).

Happy training!

Marc Ratcliffe
CEO – MRWED Group

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