

Reserve Forces training: a guide for employers

Defence Instructional Techniques Course



Overview of the training

The ability to pass on knowledge and skills to colleagues is of critical importance in the military, where all commanders are responsible for providing training, not just specialist instructors. Therefore, the ability to teach junior colleagues can be vital not only to achieving success but also to maintaining their safety in hazardous situations.

The Defence Instructional Techniques course is designed to give Reservists with little previous training experience the ability and self-confidence to prepare, plan and deliver lessons centred around both practical skills and theory.

The course teaches the fundamental skills needed to deliver effective lessons that can then be applied to any learning/teaching need. These fundamental skills include how to structure and manage lessons as well as

a range of teaching techniques, such as the use of computers to facilitate the learning process.

The Explanation, Demonstration, Imitation, Practice (EDIP) model is used as a basis for delivering lessons, with applications such as how to assemble a radio system used as practice examples.

Crucially, the training also covers how to motivate students in a lesson environment. A positive, can-do attitude is one of the hallmarks of military personnel. The ability to inspire and enthuse others is a key trait that the military seeks to develop.

The course culminates with participants planning, preparing and delivering two training sessions on which they are assessed and graded.

Content of the course

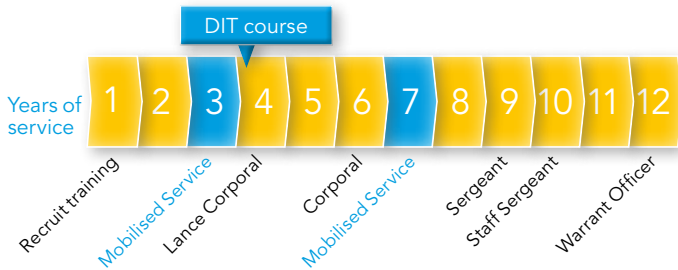
The training lasts a total of four days and consists of two intensive weekends plus a requirement for personal preparation in between the weekends.

The outline structure is as follows:

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| Weekend 1 | Topics covered include: lesson structure, self introductions, teaching techniques (including the use of teaching aids), classroom management and student motivation Students also undertake supervised planning and preparation for a practice lesson |
| Preparation | Up to one day of preparation outside of the classroom |
| Weekend 2 | Topics covered include: briefing, monitoring and then debriefing students on practical lessons The students deliver a 20-minute theory lesson and then plan, prepare and deliver a 30-minute skills lesson – both of which they are assessed on |

Position in a Reservist's career

This course is normally undertaken by a Reservist nearing promotion to Lance Corporal, who will typically have been in the Reserve Forces for around three to four years. It can also be taken at any time as refresher training prior to undertaking a training role.



How do employers benefit?

The Defence Instructional Techniques course gives students the necessary skills and self-confidence to plan and manage lessons and is highly applicable to the civilian workplace. Reservists who have completed the course have said that it has directly helped them in their civilian career.

The course is accredited to the civilian Edexcel PTLLS (Preparing to Teach in the Lifelong Learning Sector) Award (previously known as a City & Guilds 7303 qualification), which provides an introduction to teaching and is the first step towards licensed practitioner status.

This is the minimum qualification required by any instructor to teach adults on publicly funded courses (eg: in the Further Education sector).

Following the training, your employee will be able to plan, prepare and deliver theoretical and practical lessons using well-established teaching techniques. It will enhance their

presentation techniques and also give them the self-confidence to talk in front of others.

Specifically, it will develop the following skills and qualities:

- Planning and preparation of a training session
- Delivering of skills and theory training using engaging and effective techniques
- Classroom management, ability to motivate students
- Self-confidence to deliver training
- Enhanced presentational skills

How much would this training cost you to buy?

£1,000

According to research endorsed by the Chartered Management Institute, if you were to pay for training to deliver equivalent employee development it would cost you in the order of £1,000.

This relates just to the PTLLS training which is relevant to a civilian workplace.



This document has been published by SaBRE (Supporting Britain's Reservists and Employers), the Ministry of Defence campaign which explains the benefits, rights and obligations associated with employing a member of the Reserve Forces.

The Reserve Forces include the Royal Naval Reserve, Royal Marines Reserve, Territorial Army and Royal Auxiliary Air Force.

Reservists are civilians who train for their military role in the evenings, at weekends and normally for a two-week period each year. In times of need, the Government can mobilise them for full-time military service alongside the Regular Forces – and many thousands have served in Iraq or Afghanistan.

Reservists carry out a huge variety of roles which mirror those in the Regular Forces, including serving in combat units and providing essential medical and logistical support.

They are critical to the success of our Armed Forces.

This course has been endorsed by the Chartered Management Institute – the only chartered professional body in the UK dedicated to promoting the highest standards in management and leadership. It delivers training and skills development that is as applicable and relevant to civilian work as it is to military life.
www.managers.org.uk

If you want to know more about the benefits, rights and obligations related to employing a Reservist, or have a particular issue you would like to resolve, please contact SaBRE.

www.sabre.mod.uk
0800 389 5459

