FishKit Train the Trainers Overview

What is a “Train the Trainers” model?

A **“Train the Trainers” (TTT)** model is a capacity-building approach where a group of individuals is trained not only to understand a subject or skill but specifically to **teach it to others (train others)**.

It’s widely used in education, community development, public health, and organizational training programs.

An ocean analogy

In scuba diving, the “Train the Trainers” model mirrors the pathway where ***Instructors Trainers*** are trained not only to guide dives, but to mentor and prepare future ***Instructors-*** who then go on to teach and certify ***new divers***.

Dive Masters are a rank below instructors. In some cases, they can assist instructors in training new divers.

Who is a FishKit Toolkit “Trained Trainer”?

An individual with fisheries science skills who is able to <u>independently train</u> others in the use of FishKit, during trainings that they lead.

Train the Trainers – Example Pathway

Action

TNC Staff/ Partners

Train

Trainers

Assumptions

- Strong baseline knowledge of fisheries science
- FishKit directly useful to their work and their networks' work
- TNC has funding to organize and host these trainings

Trainers independently lead trainings for FishKit users: facilitators and agency staff

Agency Staff or Direct Users; Community Facilitators

Assumptions

- Trained Trainers already have access to "fora" or participants to deliver trainings to.
- FishKit improves and simplifies analyses
- Their organization can organize and fund trainings and workshops

Community facilitators lead community meetings/engagements to use the FishKit Toolkit

Community members

Assumptions

- Agencies and communities have the appropriate input data (e.g., length, life history)
- Know who to contact with questions to support continued use

TTT Limitations: Acknowledge and Address

1. Content Dilution
- Key messages and technical accuracy can degrade through multiple layers of training.
- Trainers may unintentionally alter or omit important concepts.
- Over time, the original intent of the training may be lost.

2. Trainer Variability
- Not all trainers have strong facilitation or teaching skills – or continued/funded access to host trainings.
- Confidence and depth of understanding can vary widely.
- Poor delivery can reduce participant engagement and learning outcomes.

3. Limited Oversight
- Monitoring quality and consistency becomes harder as the model scales.
- Feedback from end participants may not reach original developers.
- Evaluation tools may not be used consistently across trainers.

4. Context Drift
- Training may become misaligned with local needs or realities.
- Trainers might over-adapt or under-adapt materials.
- Cultural or situational relevance can diminish over time.

End.