



FishKit Train the Trainers Overview

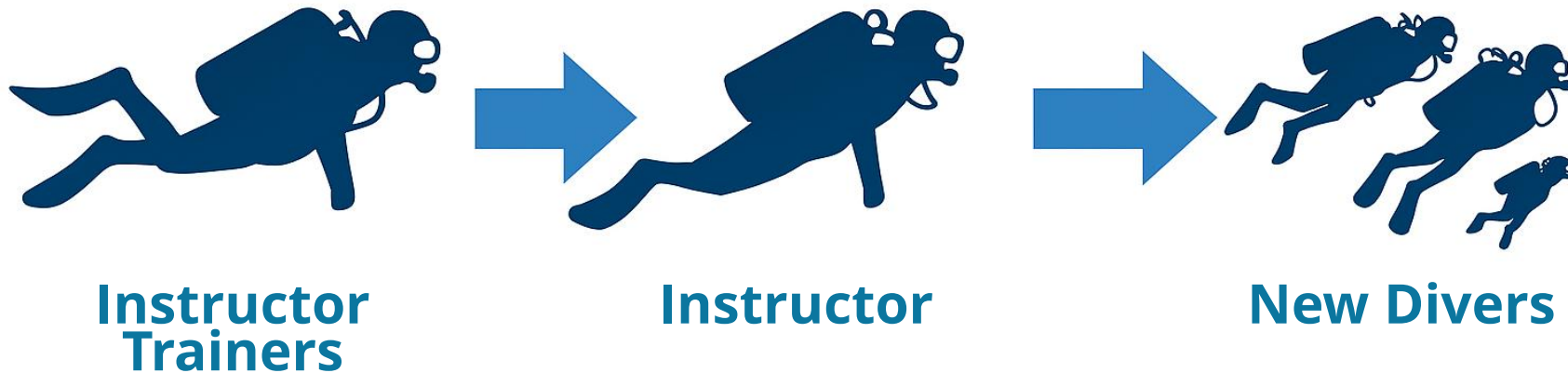
What is a “Train the Trainers” model?

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)**.

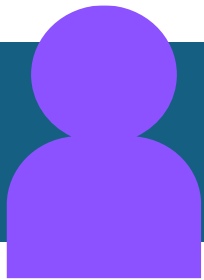
It’s widely used in education, community development, public health, and organizational training programs.

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.

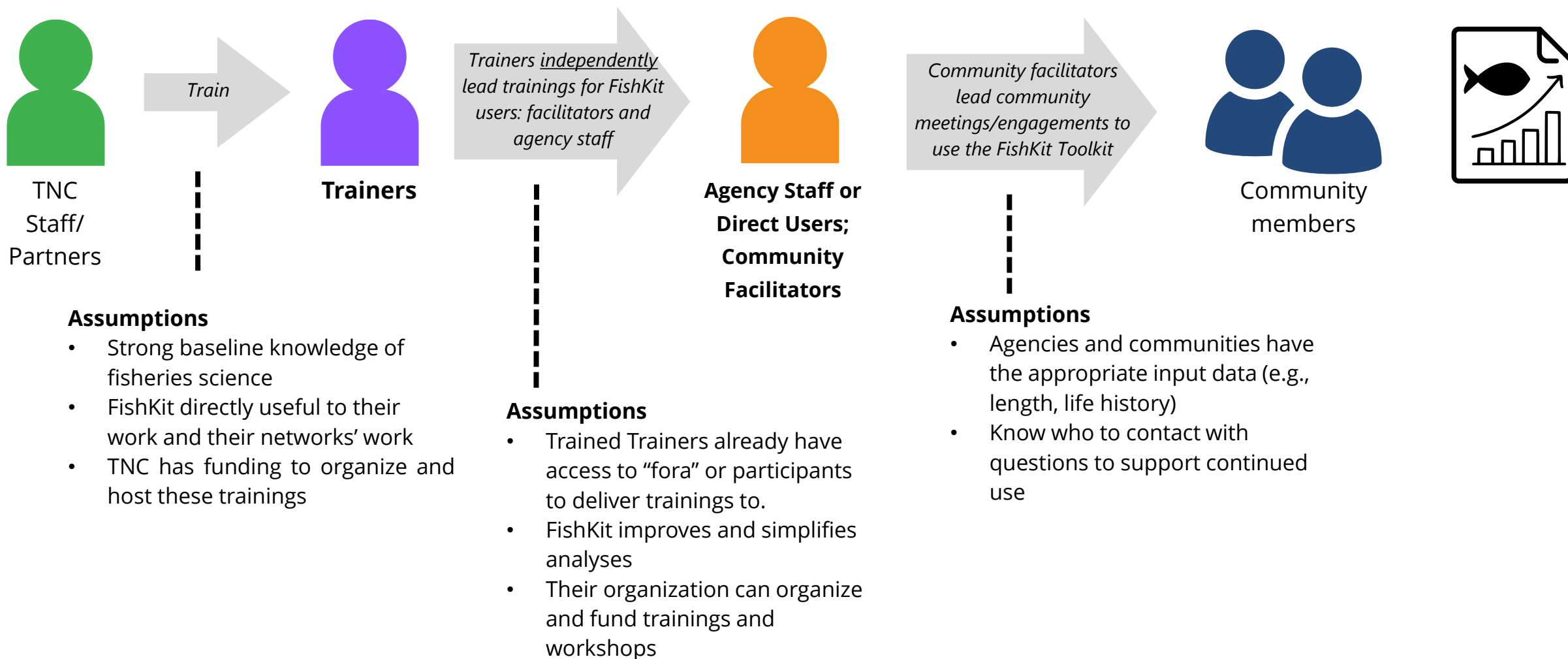


Who is a FishKit Toolkit “Trained Trainer”?

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

Train the Trainers – Example Pathway

Action



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.