

## TRAINING UPDATE

### The Teachable Moment

One of the basic concepts in Adult Education is what is sometimes referred to as “the teachable moment.” Adults, and for that matter children, will learn *when* they’re ready. We observe that in our programs at Ambercroft Training Centre frequently. Drug and Alcohol Awareness classes are usually wasted on younger trainees. There are also many skills topics that work much better after apprentices have had extensive on-the-job experience.

To some extent, such programs (Equipment Training, Hoisting and Rigging) are delayed because individuals will not get opportunities to use the skills until they acquire some seniority. But also it is useful to have an understanding of conditions at construction sites before becoming a Forklift Operator or a Swamper.

Often the teachable moment, as in the Drug Awareness example, is life stage/developmental consideration. I know many of us wish, when we get to our 40’s or 50’s, that we had paid more attention to Financial Planning, Pension Planning, Retirement Planning earlier – but chance are we wouldn’t have taken the opportunities when we were younger.

One example I’m aware of is apprenticeship. When I was in the provincial Apprenticeship Branch, I often had to make presentations to 16-year-olds. For most 16-year-olds the idea of making a commitment to years of training, even paid training like apprenticeship, is overwhelming. At 22, 25, 30 it doesn’t seem like such a big thing.

**On-line Blueprint Reading:** The first 15 members of 506 have registered for On-line Blueprint Reading through the Laborers-AGC web portal. We are still working out some of the kinks, but once we get more experience with this, we could have dozens or hundreds taking the course (or some modules of it). For information, call Wojciech Durlik at the Training Centre.

**Grandparenting (see the September and November Training Updates):** The process is underway. The first 506 member has completed the paperwork and will be getting his Certificate of Qualification as a Construction Craft Worker soon.