

California's Surface Water Ambient Monitoring Program

Using the Four Step Method of Skill Transfer for Training Citizen Water Quality Monitors



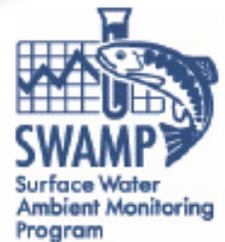
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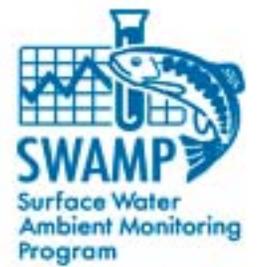
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This method is excellent for training monitors how to use various meters and tests kits.

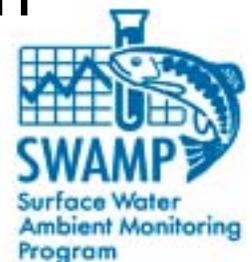


What is the Four Step Method of Skill Transfer

The method is a series of four basic steps that both the trainer and trainee follow.

Through the four steps the trainee merges both mental and physical learning. This allows the trainee to build confidence and the stage is set for true ownership of his or her ability to do the task.

It's not just "I showed you, now you do it." The trainee should truly have the ability to explain what should be done and demonstrate proficiency in doing it after this training method has been applied.



Benefits and Costs of the Four Step Method

BENEFITS:

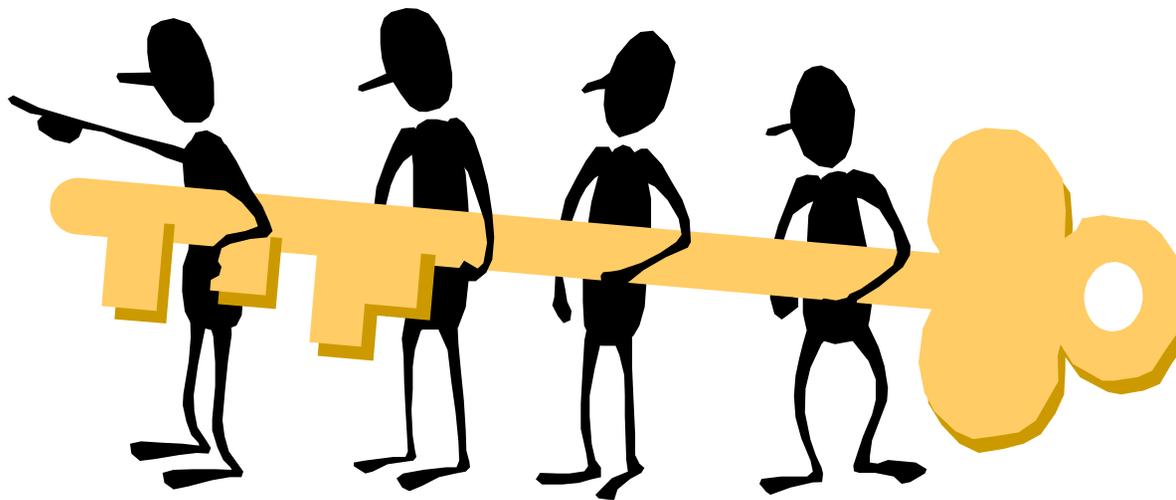
- When teaching certain skills, it ensures solid learning
- Avoids demonstrating once and then have to demonstrate again and again and correcting monitors mistakes later
 - Saves time and resources.

COSTS:

- It takes time and patience



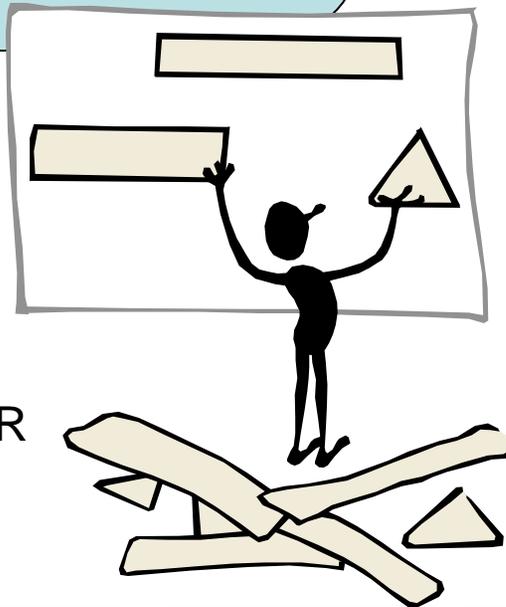
The Next Four Slides Demonstrate Each of the Four Steps



STEP 1: Trainer Does & Instructor Explains

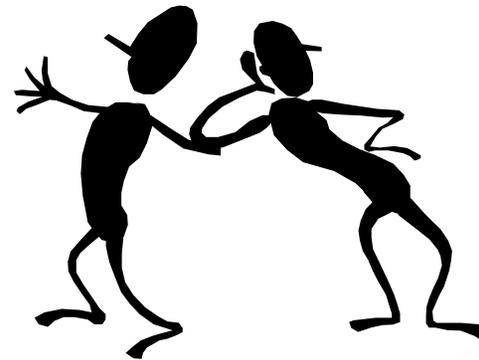
The trainer must demonstrate what it is they want the trainee to do. As trainer goes through the various activities, the trainer will provide narration to describe and explain what they're doing. Throughout the demonstrate, explain nuances, tricks, tips, cautions etc...

TRAINER



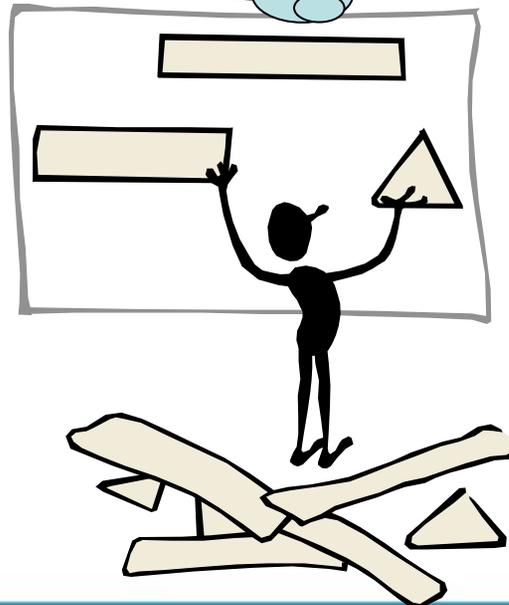
I will watch and listen.

TRAINEE



STEP 2: Trainer Does & Trainee Explains

The trainer demonstrates again. Being careful not to lead the student into any of the steps - the trainee should tell you what to do before you do it



TRAINER

This time the trainee tells the trainer what to do and what to watch out for.



TRAINEE

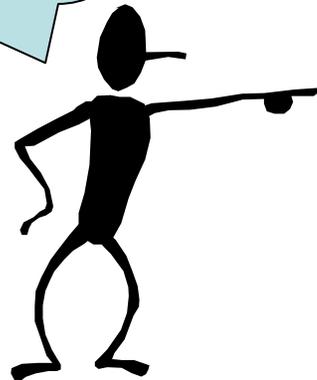


STEP 3: Trainee Does & Trainer Explains

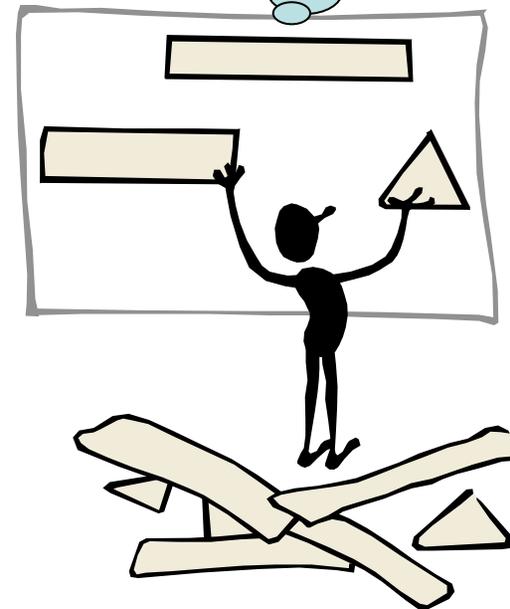
The trainer provides step-by-step instructions.

Obviously the student's mind is thinking about what needs to happen, but the trainers instructions are providing accuracy and safety.

TRAINER



The trainee performs the task with step-by-step instructions from the trainer.



TRAINEE



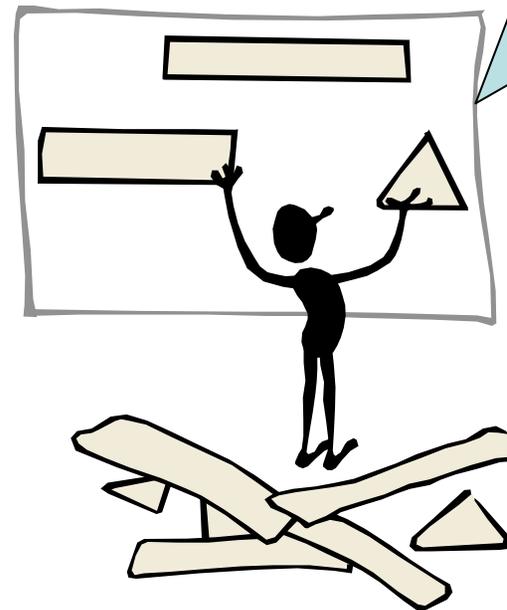
STEP 4: Trainee Does & Trainee Explains

The trainer evaluates the trainees ability to explain what should be done and demonstrate proficiency in doing it.



TRAINER

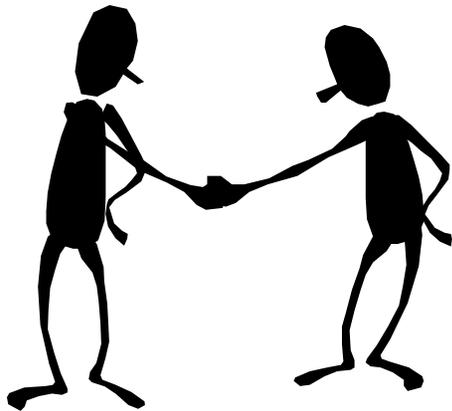
The trainee now demonstrates their to explain what should be done and demonstrate proficiency in doing it.



TRAINEE



Acknowledging Success



Recognizing a trainee's success is a great follow-up to the training process.

Acknowledging their successful acquisition of new skills and knowledge is an important part of team work.

Wrapping Up



Well trained citizen monitors enable water monitoring programs help to collect high quality data. It is the trainers role to provide trainees with the knowledge and skills so that when trainees become water monitors they can successfully perform their tasks. Remember it is these tasks which when done correctly build up our programs and meet our stewardship goals.

