



Trainer Performance Monitoring & Assessment

TPMA

measure
benchmark
improve

Introduction

The role of the trainer is changing. Training Providers and Training Departments are striving for their trainers to achieve professional recognition for their training skills, but sending trainers out to train the trainer courses does not always meet with continuous time and budget restrictions.

The Trainer Performance Monitoring & Assessment process (TPMA) from the Learning and Performance Institute recognises the need for training managers to assess, monitor and benchmark the performance of their own trainers and their delivery skills.

TPMA's flexible and powerful framework can be customised to suit each individual organisation and offers a highly regarded, globally-recognised standard by which to upskill your trainers.

"TPMA provides a clear industry-wide set of trainer quality assessment and monitoring standards suitable for all learning professionals, whether they are trainers, tutors or teachers. What sets TPMA apart for me is how flexible it is; how it can be adapted to existing frameworks, and how it is focussed on learner outcomes and performance. TPMA doesn't just prove your trainers are universally competent, it differentiates you as a training provider and reaffirms your commitment to excellence."

Kate Davies, former Head of Learning and Development, Humanitarian Leadership Academy (Save the Children)

"Crown Agents is renowned for its highly interactive and engaging training provision, and its dedication to international best practice. In the last 57 years we have trained more than 50,000 professionals from 100 countries. By choosing to use the TPMA certification, we demonstrate our commitment to a globally-recognised quality standard framework that ensures both trainer competence and positive learner outcomes. Throughout sub-Saharan Africa, and in other regions, we continue to measure success and identify improvements across the training function. TPMA provides an important benchmark against which we measure that success."

Penny Gruber, Head of Training and Professional Development, Crown Agents

TPMA Overview



Setting the standard

Following an extensive programme of research and development, The Learning and Performance Institute (LPI) has combined Government and LPI standards to create a best of breed, de facto, national standard for trainers, tutors and teachers. TPMA will significantly upgrade the standards of performance of training delivery for the entire training profession.

This provision allows for a clear industry wide set of standards suitable for trainers, tutors or teachers, regardless of sector or industry.

The TPMA programme has been described as the most flexible assessment tool for training professionals. There are two ways in which to engage with TPMA - see a summary of these options opposite:

Engage with TPMA

- ASSESSMENT in its simplest form TPMA is a leading assessment tool for trainers. Register your trainers for the TPMA assessment at a number of TPMA centres - see 'TPMA centres' overleaf.
- LICENSE especially beneficial for medium to large training teams - Licensing TPMA allows you to administer your own TPMA assessments.

To license TPMA, a minimum of one trainer will need to achieve TPMA Assessor status. Further information is included overleaf.

The Trainer Performance Monitoring and Assessment Process

The LPI's Trainer Performance Monitoring & Assessment process provides a framework for the objective assessment of a trainer's delivery performance and associated signposting of developmental activity.

The effective implementation of TPMA will result in users becoming fluent in accepted trainer delivery competencies, and in conducting live assessments.

This includes being able to provide face-to-face feedback after assessment in a constructive and sensitive way.

The reviews undertaken using this TPMA process can then be used by the trainer to achieve professional membership of the LPI.

The process and successful outcomes used to gain professional membership of the LPI, can also lead to an organisation achieving the prestigious LPI Gold Standard Accredited status.

TPMA CORE COMPETENCIES:

- Preparation
- Introduction
- Interactive Learning
- Monitoring
- Measuring
- Throughout
- Close
- Post session (including CPD)

A global standard

Leading organisations using and endorsing TPMA as a quality benchmark for learning delivery include:



Licensing

In order to license TPMA a minimum of one trainer will need to pass the TPMA Assessor course. The course is focussed on ensuring that the candidate:

1. Fully understands and appreciates the criteria within the competencies and the reasoning behind the training session structure by passing a written test.
2. Is able and competent to observe a full training session and record sufficient evidence to prove the trainer has either met or not met the criteria.
3. Can plan and deliver feedback in a supportive, compassionate and effective manner ensuring full value comes from the assessing or monitoring event.

After successfully passing the Assessor course the organisation is free to apply for a TPMA license which allows them to carry out their own assessments. TPMA license holders are also free to generate revenue from TPMA by offering the TPMA assessment externally for an appropriate fee.

Benefits Summary

- GLOBALLY RECOGNISED CERTIFICATION recognise and reward the competency of your trainers with a globally recognised certification awarded by the Institute.
- KEY PERFORMANCE INDICATORS (KPI's) allows you to measure each trainer's performance and development.
- BENCHMARK your trainers and easily identify areas for improvement.
- REDUCE COSTS by controlling the ongoing performance standards of training staff.

ADDITIONAL BENEFITS FOR LICENSING TPMA:

- UNLIMITED ASSESSMENTS can prove more cost effective for medium to large training teams.
- FREEDOM to carry out assessments at times convenient to you.
- CONTENT SPECIFIC by licensing TPMA organisations can ensure assessments are carried out in a live working environment.
- CREATE A REVENUE STREAM by offering TPMA Assessment services and charging an appropriate fee.

How to apply

To find out more contact us on +44 (0)2476 496210 or e-mail info@thelpi.org where we will be happy to answer any questions.

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