Kimonia Thompson
ID: UM77397HED86604

The art of creating community training programs to enhance leadership and improve, maintain or learn new skills.

A Thesis proposal presented to
The Academic Department
Of the school of Education
In Partial Fulfillment of the Requirements
For the Degree of Masters in Education

Atlantic International University
Honolulu Hawaii
Autumn 2022

Table of Content

Introduction

The community of Brighton District is situated in the parish of Westmoreland, which is located in southwest Jamaica, surrounded by the Caribbean Sea.

The community of Brighton is a residential home town consist of many young adults who are school leavers and drop-outs. Many parents are poor due to the employment instability, educational background and the infrastructure of the environment to get a decent job.

The community is consisting of approximately 700 residents including children, babies, Young adults, middle age adults and senior citizens both working class people and non-working class people.

The residents of Brighton have the potential to inherit educational knowledge and attend training program to enlighten their development.

Put together simply, community training program is the act of growing, expanding or making more effective groups of people who have mutual interests, to create jobs and increase the standard of living, communities should focus on the links between three key aspects of development: economic, community and leadership.

I believe the community training programme will inspire the residents to be more determined and competitive in everything that they do in their daily life as a professional someday.

<div align="center">**Description**</div>

My project team will conduct a training program with the partnership of Ministry of Education at the basic School nearby.

Community Training Program is a project designed to implement multi-level skills in:

    i. **Early Childhood Education**
   ii. **Hospitality and Tourism Management (Bartending skills, Restaurant service Techniques, Front Office Skills)**
  iii. **Secretarial Skills (office procedure)**
   iv. **Electrical Engineering**
    v. **Tiling/Plumbing Service**
   vi. **Health Care Aide**

These Areas of training will enhance their skills and qualification in order to design educative seminars for the capacity building of professionals in the region.

The program will be a continuous training program that will partner with the Government of Jamaica Education Ministry. The basic objective of all training programs will be to improve students' knowledge in the area of their choice and to empower them with skills necessary for development and future employment in organizations.

Each training course will be having a duration of (8) eight consecutive months after completion Job placement will be done. The project participants will be educated for these programs during their orientations procedure.

The objectives of the Project of Community Training Programs are:
    i. Build the community capacity to adapt positively to adversity by providing needed skills and creative solutions in the areas of workforce labor.
   ii. Improve community capacity in important development area such as literacy and on the Job Training and Curriculum adaptive skills.

General Analysis

RESIDENTS

- Unemployment
- unskills residents
- School leaver drop out
- slow learners
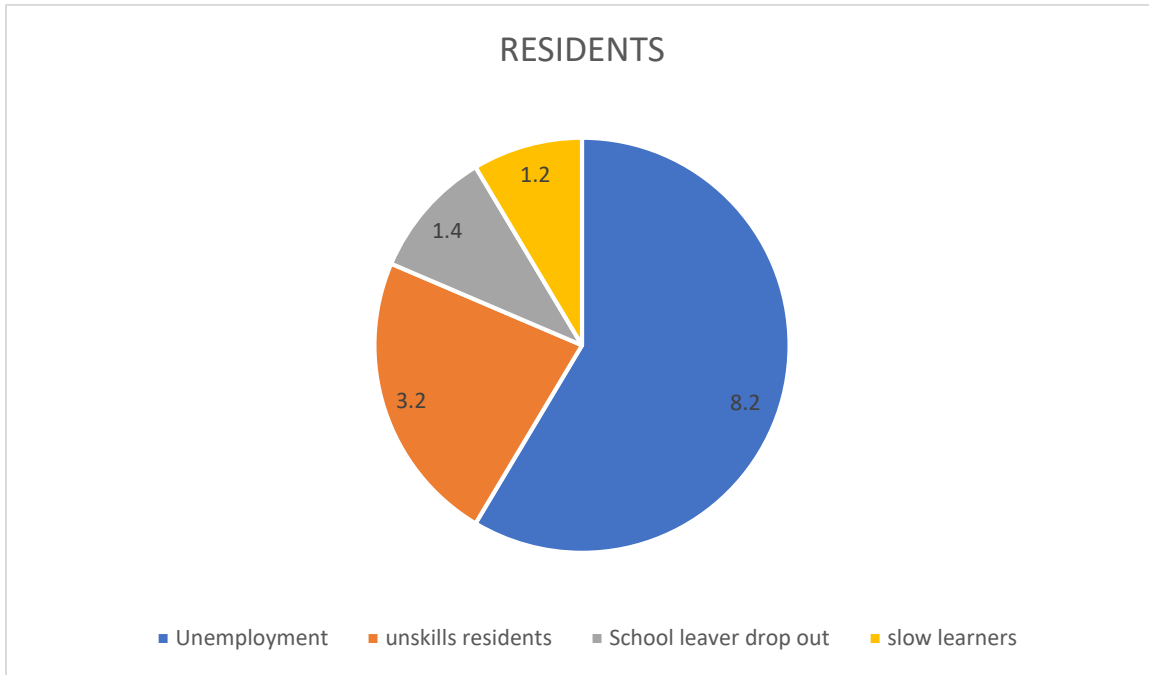
The figure 1.1 Resident Status in the Community 58% show that amount of residents that are unemployed due to no work experience and qualification to seek a job in any organization.

Chart Title

Axis Title

Axis Title
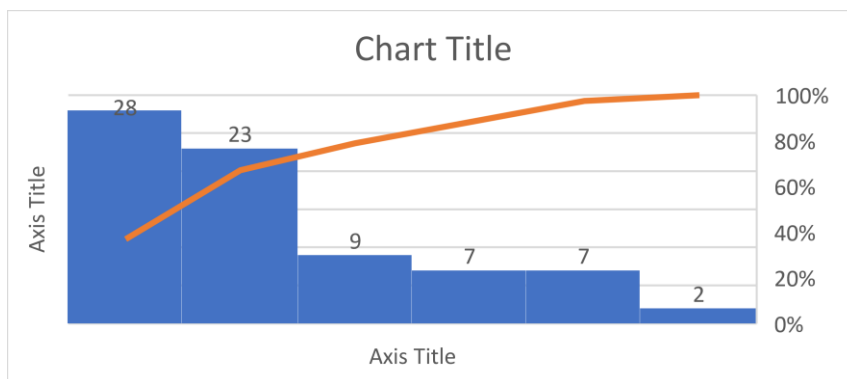
The Figure 1.2 Show the residents selected their program of choice:
22 % Residents – Tiling/Plumbing
38 % Residents-Electrical engineer
75 % Residents-Hospitality and Tourism
95 % Residents – Early Childhood Education
22% Residents – Health care aide
2 %Residents for Secretarial Skill

Kirkpatrick's Four-level Model

The Community Training Projects will use the evaluation process that aim to get a return on investment (ROI) through cost-effective and time-efficient training sessions. This model breaks down the evaluation process into 4 levels:

- **Level 1: Reaction** – Assesses how the learner's responded to the training. This is commonly measured with the use of a survey form given to the participants to complete after the training program.
- **Level 2: Learning** – This level measures what participants have learned from the training. Short quizzes and tests are used in this level to measure the changes in participant's knowledge and skills.
- **Level 3: Behavior** – This assesses behavioral change from the participants as a result of training. This is measured through workplace observations, comparing before and after training behaviors.

- **Level 4: Results** – The final step measures and evaluates the result of the training program against the organization or stakeholder's expectations. It reviews whether participants of the training have met their learning objectives. Some metrics or factors organizations will be measuring are productivity, morale, quality, sales, efficiency, and customer satisfaction ratings.

Current Information

Based on qualitative judgements concerning unemployment's and low upskills residents neglected because of level of education they acquire and no experience for job positions.

The findings suggested that these individuals have a sense of urgency. One participant stated that he knew exactly what he wanted and was eager to join the program so he can gain employment in the hotels. With this type of motivation and drive the success of individuals want to growth and develop the skills.

1. Resource Libraries

Information technology is a means of sharing sexual violence materials and program services with the community. Site-based libraries, web-based resources and links and community-based libraries are all sources for resource sharing. Suggestions for resource libraries and sharing include:

Maintain a resource library that contains up-to-date books, manuals and training materials

Advertise availability of each programs at on a monthly basis

Host a reading group

Host a movie night

Develop our website to include program specific resources that can be downloaded or links to resources.

2. Observation

An observation allows the trainer to watch the prospective trainee perform a task. From these observations, the trainer assesses the skills and knowledge that need to be strengthened.

3. Questionnaires

A questionnaire is a written or printed set of questions used to gather information. Questionnaires may be mailed or delivered to the prospective trainee. She/he can answer the questions independently and mail them back, or the trainer can send an Interviewer to administer the questionnaire and bring back the answers.

4. Focus Group discussions

This technique brings a group of people - usually 6 – 10 - with similar characteristics and occupation together in a social interaction. Its purpose is to collect information from a focused discussion. A moderator uses a topic guide to focus the discussion, and, through observation, he/she can pinpoint unanticipated issues.

5. Key informants

Due to their positions in a community, some people are privy to the needs of the group. These people are referred to as key informants of information. Village leaders, midwives, nurses and teachers all qualify as potential key informants on certain community issues. Once the key informants have been identified, many of the other techniques described can be used to gather the necessary information for them.

6. Performance appraisals

Standards of performance are established, and then supervisors assess the subordinates against these standards. Inability to measure to the standard of performance is an indication of a training need.

Discussions

The target population for this project is to enrolled all residents of community in the program of their choice. Enrolled in any of our training programmes, students /participants will get lunch on a daily basis, textbooks for their study, interview seminars held by the ministry of education, award with a certificate at the end of the completion of the course.

When the data collection time of four weeks was closed 220 persons had completed the survey of project to start the program.

Depending on the type of training that needs to be delivered, you will likely choose a different mode to deliver the training. An orientation might lend itself best to vestibule training, while on the job training may be better in the organization that will accept them for Job placement.

Delivery Method	Type of Training Suggested
On-the-job coaching	Technical training
	Skills training
	Managerial training
	Safety training
Mentor	Technical training
	Skills training
	Managerial training
	Safety training
Job shadowing	Technical training

Delivery Method	Type of Training Suggested
	Quality training
	Skills training
	Safety training

With the help of the lecturers/tutor, many things for a particular candidate can be assessed, such as his/her mental capacity to think, creative mind, analytical abilities, comprehending a subject and then speaking on it, awareness, attitude, and energy levels. Some of them are detailed below:

Assertiveness: Confidence level of a candidate shows up in a course. It is assessed that how confident candidates are, while putting up their opinion in front of others.

Team Work: While working in groups, it is very important to work as a part of the team in an assigned project. This quality is really important and this will be evaluated through group discussion. You not only put your own points but also listen to others and then come to a concluding point.

Leadership Qualities: Group discussion clearly indicates who amongst all the participants is taking the lead and who is a passive contestant. As a good leader gives the entire discussion a good direction and takes it forward whenever it is moving from the main topic. This quality is also evaluated through this process only.

Communication Skills: As communication skills are must in every field of work. These are evaluated through a structured group work.

Conclusion

The project team and partnerships with the ministry of education will work together to assist the community development and residents to think about conducting education and training programs.

We will continue to host seminars about the programs offers and how it reflects in its adequacies its strength and limitations.

Despite the short period of my training course, it will be a very meaningful one. The training will have enriched residents' confidence created a foundation of being a good employee someday.

Bibliography

Bibliography

Community Awareness &Education Activities Programs. (2022, September 11). Retrieved from projects help naples: http://projecthelpnaples.org/community-awareness-education-activities-programs/

Training Evaluation Guide. (2022, September 11). Retrieved from Safety Culture : https://safetyculture.com/topics/training-evaluation/