



What?

Train. Assess. Facilitate. (TAF) is a 5 day long face-to-face training course for trainers and facilitators. The training curriculum is based on solid academic research, neuroscience and andragogy, bringing structure and evidence-base to the art of teaching.

Why?

We believe that quality learning saves resources, time, and ultimately lives. Many of our colleagues are regularly asked to train others, and we want to support them in doing so professionally and effectively.

TAF welcomes both experienced facilitators who already lead training events and those who would like to become more involved in surge training initiatives.

Through this programme, we contribute to making humanitarian response as local as possible. **Our goal is to ensure that expertise in designing and delivering high-quality learning exists in every corner of the world** — without relying solely on a small group of facilitators.

- Designing Job-Focused Training Courses: *Make your course sharp, to the point and relevant to the target audience and their job requirements.*
- Facilitating Learner-Centered Training: *Feel more confident facilitating engaging training events both offline and online.*
- Maximizing Learners' Attention and Memory: *Apply recent research evidence from neuroscience to your training.*
- Designing & Delivering Learning Activities: *Develop and facilitate activities that serve the purpose.*
- Managing the classroom: *Feel confident dealing with difficult behaviors.*
- Inclusive Learning Environments: *Prepare for neurodiverse audiences.*
- Evaluating your training: *Make sure you measure the right things.*
- Assessing performance: *Practice assessing whether your training participants possess needed competencies.*
- Practice: *Bring your session materials, improve them throughout the training, practice delivery and receive feedback.*

Who?

This training is for you if:

- You are regularly asked to facilitate a webinar, a training session, a briefing or any other learning event;
- You learned facilitation by doing, but would love to dive deeper and form a solid theoretical foundation;
- You are curious about how to make the learning experience engaging, relevant and fun, while keeping the focus on job skills (or maybe it doesn't have to be fun?);
- You feel you lack confidence using interactive methodologies and learner-centered approach;
- You are unsure how to approach designing a new course (no matter if it's a 1-hour webinar or a weeklong training);
- You want your audience to enjoy your training event and achieve learning goals;
- You are wondering how to assess competencies in a structured and objective manner;
- You want to practice your facilitation skills in a safe space and receive feedback;
- You want to become a better trainer and professionalize your training skills.

How?

Selection Criteria

1. Individuals must be a staff member, volunteer or registered member of a National Society, IFRC or ICRC.
2. Fluent (at least upper intermediate level) in both written and spoken English (additional movement languages are an advantage).
3. Experience in supporting at least one training event as lead or co-facilitator in the past 3 years.
4. Individuals whose job requires them to train others in one way or another (preference will be given to those who are scheduled to deliver training events in the next 6 months).
5. Individuals who are required to develop training materials (an advantage)
6. Motivation to improve training practices within the Movement and to become a better trainer.

Outcomes of the training:

Participants who successfully complete the training will be eligible to join the Facilitators' Network and may be invited to support and facilitate future training events. For participants registered in the RRMS, the "TAF" tag will be added to their profile, recognising that they have completed training in facilitation and training skills.

Words from TAF graduates

- *"I'll never organise a training the same way again after all that I've learned here this week. Thank you for your time, expertise and energy!"*
- *"It was eye opening, helped me assess my abilities as a facilitator, identify my weak points and how to improve. I enjoyed every bit of it and I'm grateful."*
- *"It covered all the training curve from design to facilitation and evaluation/assessment. I feel I now have a structured overview."*
- *"I really enjoyed this training and felt like I learned a lot of very practical things, many of which I will immediately put to use in both my professional and personal lives."*
- *"I particularly appreciated how the content can be applied even to short presentations/learning moments."*
- *"I have learned so much during this training that it's hard to put into words. Had I completed the TAF last year, I would have approached my work this year completely differently—and I am convinced it would have been more effective, efficient, and impactful (while saving a lot of time!). THANK YOU for the quality and effort you put into making TAF such a meaningful experience"*
- *"It is evident that your efforts are progressively enhancing the impact and quality of trainings across the IFRC network".*

Application

The dates for the TAF training are published in the [Training Calendar](#).

For more information and info on how to apply, please email surge.learning@ifrc.org