

Jason's Training:

Jason has agreed to work with Roxanne for a three month period in order to achieve his goal of completing his TAE40110 and become a qualified Workplace Trainer and Assessor. Meanwhile, Roxanne will continue to work closely with the LLN specialist. Roxanne and the specialist have agreed that the biggest obstacle for Jason will be his learning, reading, writing and oral communication abilities. To address this the Specialist has offered to prepare a set of customised activities designed to help Jason overcome this obstacle, keeping in mind that he is predominantly a kinaesthetic learner.

Roxanne believes that the only learning environment requirement will be the support and assistance from the LLN Specialist. The learning will take place at Jason's workplace under Roxanne's supervision. Jason will meet formally with Roxanne for one hour once a week and, understanding the need for him to commit to this, he has agreed to dedicate three hours of his own time each week to complete self-directed activities and TAE40110 assignments. The only additional resource Jason requires is access to the LLN Specialist at times to be arranged.

12 weeks into Jason's Training

Twelve weeks have passed since Jason commenced the LLN support program. Roxanne is delighted with the progress and is especially pleased to observe that Jason has almost completed TAE40110. Throughout the program Roxanne and the LLN specialist conducted three reviews.

Performance Review 1:

At the time of the first review, conducted on 11th February, Jason had not made much progress. He was still suffering feelings of inadequacy and embarrassment that such a program was necessary and a couple of times he had talked of quitting, stating that he really didn't want the responsibility that went with the role of Workplace Trainer and Assessor. But knowing this behavioural pattern was quite common in the early stages, the LLN Specialist suggested to Roxanne that she encourage Jason to keep trying until at least the next review.

Performance Review 2:

However, by the time the second review came round, on 11th March, things were beginning to happen. The first thing Roxanne noticed was Jason's brighter disposition – he was beginning to feel good about himself and was beginning to talk about how he'd go about his role as Workplace Trainer and Assessor.

Performance Review 3:

By the 15th April, at the third review, Roxanne was delighted. She no longer had to coerce Jason, his self-confidence had greatly improved and he was enjoying developing session plans – something he'd never done in the past. Workers were commenting on how much better-organised Jason's training sessions were. It was a great result for all concerned.