



WORKSHOP

for the SOCIAL TRANSFORMATION

Post-training support : follow-up

This article aims to explain some theoretical points of our conception of follow-up within the framework of post-training support. Through these key concepts, a training team can consider the value of designing and systematizing follow-up tools.

Definition of the post-training support

Post-training support is a stage that comes after training and includes two steps:

The first step is to assess what has been done following the training. This is the evaluation phase, which can be compared to taking a snapshot at a moment in time, a few weeks, months, or years after the training.

The second step is to support the implementation of what has been learned. This is the follow-up phase, which aims at changing actions and addressing what was not achieved when the evaluation snapshot was taken.

Definition of the follow-up

- **Follow-up to improve practices**

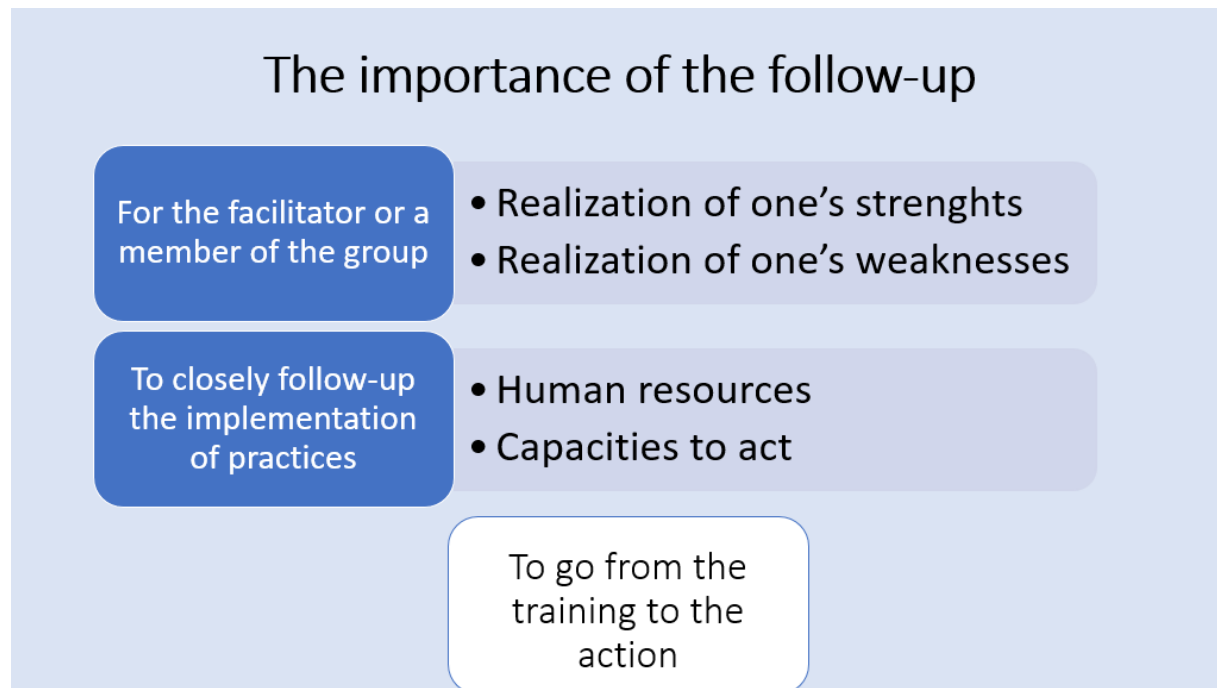
"Follow-up" is a synonym for "supporting implementation" or "assisting in achieving goals". Follow-up helps to support the practical and concrete application of theoretical or practical learning that was not acquired or put into practice after the training (and after the evaluation).

The idea is to closely monitor practices in real-life situations:

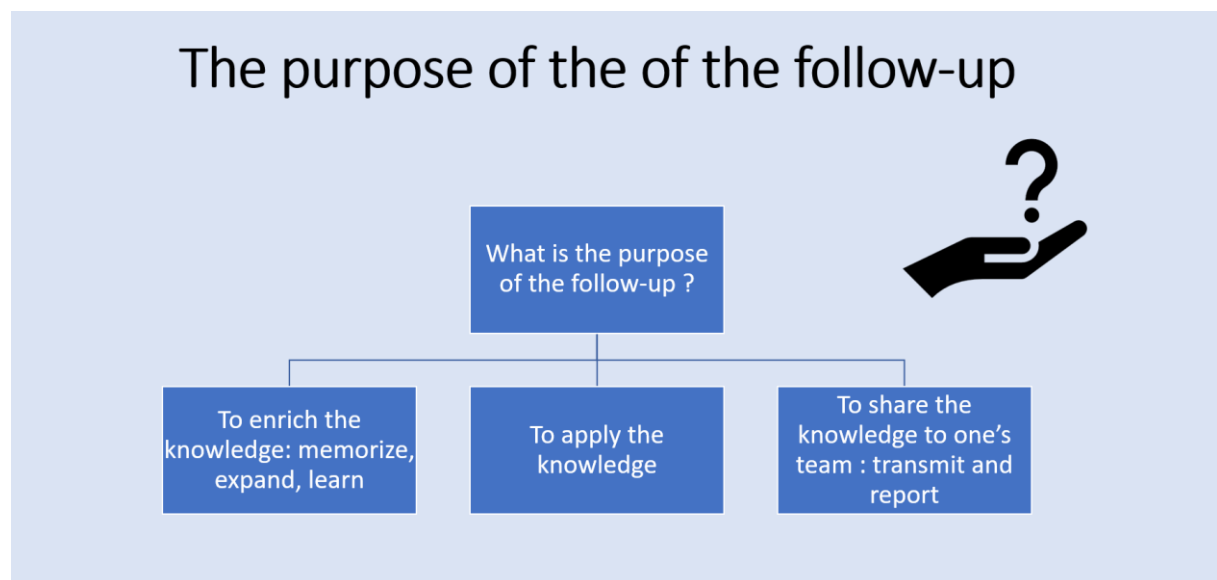
- Not only observing the "human resources" (knowledge, abilities, etc.);
- But also the ability to combine them to act competently in a particular context.

Follow-up is used to take action, through different modalities and supports, depending on the initial objectives of the training.

The importance of the follow-up



What is the purpose of the follow-up ?



Goals :

- To understand the main principles of post-training follow-up
- To position follow-up within the post-training support process

Practical use :

This theoretical input was used with the UGPM to create tools for assessing the post-training impacts of training modules.

External sources :

References adapted from: "Formateurs d'adultes: Se professionnaliser, Exercer au quotidien; 6th revised and expanded edition; Jean-Paul Martin and Emile Savary, p.294"

Link to the article :

<https://atelier.fdh.org/en/take-action/our-tools/follow/article/post-training-support-the-follow-up?lang=en>

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