



Learning &
Performance Institute



trainer performance monitoring and assessment

TPMA

measure
benchmark
improve



A new focus on the needs of the learner

TPMA IS THE FIRST INDUSTRY CERTIFICATION FOCUSED SOLELY ON THE

Continuous time and budget restrictions placed upon Training Providers and Training Departments means that sending trainers out to 'train the trainer' courses, to achieve professional qualifications is not always feasible.

The Learning and Performance Institute (LPI) has recognised the need for training managers to become empowered to assess, monitor and benchmark the performance of their own trainers. Consequently, the LPI launched the Trainer Performance Monitoring and Assessment (TPMA) service. – a real quality benchmark

TPMA KEY BENEFITS

- KEY PERFORMANCE INDICATORS (KPI's) allow 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.
- CREATE A REVENUE STREAM by offering TPMA Assessment services and charging an appropriate fee.

“a real benchmark & great review process”

JON SHEPSTONE MANAGING DIRECTOR, REDTRAY

This cost-effective service is authorised, governed and monitored by the LPI and is a record of the training professional's quality of performance in a live environment. Upon successful completion of a TPMA Assessment, trainers will be awarded with the Institute Certified Training Practitioner (ICTP) Certificate, which is jointly awarded by the LPI and the British Computer Society.

Should you wish to be able to assess your trainers to this standard in-house, the TPMA service will enable you to do this too.



WHY ASSESS TRAINERS

Taking up TPMA will mean that the Training Manager of any organisation can ensure that:

- The quality of all training is performed and monitored to the highest standards.
- That the learners actually acquire a sound learning experience and that the learning acquired is able to be applied to the learner's workplace.
- All training delivery is consistent and monitored for quality across the organisation.

To facilitate this, it is imperative that each trainer is assessed in a live environment on a regular basis and that each assessment conforms to national standards, is maintained and governed externally and independently, and is then linked to each candidate's Continual Professional Development. The LPI strongly believes that the only true way to judge the ongoing quality of performance is to perform a regular, live, independently governed assessment and the TPMA Service is designed to do exactly this.

CAN I PERFORM MY OWN ASSESSMENTS

To be able to conduct your own TPMA Assessments, your organisation needs to become authorised by the LPI. There are two options:

Become an LPI Authorised Assessment Centre (AAC).

Here, you can conduct your own TPMA Assessments for every trainer within the organisation.

Become an LPI Authorised Qualification & Assessment Centre (AQAC).

Here, apart from carrying out the services of an AAC, you may offer your own train-the-trainer course (authorised by the LPI) and deliver the TPMA assessment as part of the course. This will help you to reduce your training development costs as you will control the performance standards of your training staff.

To find out more about TPMA and how it can help your organisation, get in touch with a member of the team:

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E: info@learningandperformanceinstitute.com



WHAT'S THE INDUSTRY'S VIEW

"Wait until you hear the trainers' reactions to TPMA! Exuberant is not the word...LPI is standardising the industry. It's a representation of what it's all about, I believe."

JOHN SALT, HEAD OF IT SERVICE
MANAGEMENT, HILL DICKINSON LLP

"TPMA is a very exciting development and we are getting huge interest in it from our clients. It provides a new flexibility and a new focus on the needs of the learner. I believe TPMA has the potential to transform the quality of training in our industry."

HENRY STEWART, DIRECTOR,
HAPPY COMPUTERS

"TPMA is much more flexible than previous training certifications. This will have real impact on the training we deliver"

RUTH ALABI, L&D MANAGER,
TOWER HAMLETS COUNCIL

"TPMA has real significance, as it is the first industry certification that meets all of our quality requirements and commitments."

DAVID FIELD, DIRECTOR,
TRAINING SYNERGY

"We put all our trainers through the programme and we believe it's the best in the market, with even the most experienced trainers gaining from the experience"

JON SHEPSTONE, MANAGING DIRECTOR,
REDTRAY

MEASURE
BENCHMARK
IMPROVE

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The LPI is the leading Institute for learning & development professionals. Through a range of membership, certification, accreditation, events and bespoke consultancy services, the Institute focuses on enhancing and recognising the skills and professional status of individuals and organisations engaged in learning activities, and assessing the quality of learning services.



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