



### Study year of students

Third year

Credits: 16

### Module offered during

First semester

### Lecturers

Mr Leon Bezuidenhoud  
Mr Mike Seamelando  
(Qwaqwa Campus)

# TRG314

## Training and Development in Community Settings

### Brief description

This module is an expedition into the world of Human Resource Development. The module shows the student how adults learn and what the adult learning facilitator must do to facilitate effective learning in the workplace.

### Community partners

Clients from the following organisations:

- Setshabelo Centre
- Kagisanong Project
- Lebone Land
- Free State Care in Action
- Lekhulong Secondary School
- Mangaung-University of the Free State Community Partnership Programme (MUCPP)
- Community partners in Qwaqwa.

### Service sector partners

- Bloemfontein Public Library
- Bainsvlei Library in Langenhoven Park
- Mangaung Library
- Lekhulong Secondary School
- Service sector partners in Qwaqwa.

### Service learning component

The aim of the module is to develop, implement and evaluate a training programme in the community. Third-year students form part of multicultural groups, which conduct an independent training needs analysis. This is followed by

actual training. The lecturer's aim is to establish initial report with the community partners, but it is the duty of the students to work collaboratively with the community.

### Outcomes for students

Students form part of multicultural and diverse groups (based on gender, race, language and learning styles). These groups develop and present a training session to the community. Through active groupwork students obtain a certain level of social responsibility and an appreciation for diversity. Students also learn how to apply and integrate various learning theories into their service learning project. They learn how to design, develop, deliver and evaluate a training programme. Their activities further include group portfolios to reflect on the project as a group, individual portfolios (including a logbook, diary and advertisements), community websites, community evaluation and peer evaluation.

### Impact on community

The project is based on the community's specific training needs, regarding HIV/Aids awareness and entrepreneurship. Community members learn the basics of human resource development through the training programmes presented to them. In addition, they gain access to training materials and programmes that will enable them to train the trainers in future.