Cooperative Education and Training Program Development Training Course

Professional Development Training Course Outline

Category	Cooperative Societies	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Introduction

Effective cooperative education and training are the cornerstones of a vibrant, sustainable cooperative movement. They empower members, strengthen governance, enhance operational efficiency, and ensure the faithful application of cooperative principles. Training Course on Cooperative Education and Training Program Development is meticulously designed to equip cooperative educators, human resource managers, board members, and development practitioners with the essential pedagogical expertise, curriculum design skills, and program management strategies to create impactful and relevant learning experiences. Participants will delve into critical areas such as needs assessment, adult learning principles, blended learning methodologies, and impact evaluation, ensuring that training initiatives truly meet the evolving demands of the cooperative sector.

This intensive program goes beyond simply delivering content, focusing on building the strategic capacity to design, implement, and assess holistic education frameworks that foster continuous learning and cooperative identity. We will explore cutting-edge approaches to digital learning platforms, competency-based training, knowledge management, and collaborative learning networks, all tailored to the unique member-centric and democratic nature of cooperatives. By mastering the art of developing engaging and transformative education programs, participants will be empowered to cultivate a knowledgeable membership, build skilled leadership, and ultimately drive the long-term success and resilience of their cooperatives and the wider cooperative ecosystem in Kenya and beyond.

Programme Curriculum

Cooperative Education and Training Program Development Training Course

Introduction

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Course duration

10 Days

Course Objectives

1. Conduct thorough training needs assessments for diverse cooperative stakeholders.
2. Apply adult learning principles to design engaging and effective cooperative education.
3. Develop competency-based training curricula aligned with cooperative roles.
4. Utilize blended learning methodologies for flexible and accessible program delivery.
5. Design and implement effective digital learning platforms for cooperative education.
6. Formulate strategies for knowledge management and sharing within cooperatives.
7. Develop robust monitoring and evaluation frameworks for training programs.
8. Master techniques for facilitating interactive workshops and discussions.
9. Identify and leverage diverse funding sources for cooperative education initiatives.
10. Understand the role of cooperative identity and values in curriculum development.
11. Build strategic partnerships for collaborative training initiatives.
12. Design programs that promote youth and women's participation in cooperatives.
13. Drive innovation and continuous improvement in cooperative education practices.

Organizational Benefits

1. Improved member understanding of cooperative principles and operations.
2. Enhanced governance effectiveness through informed leaders.
3. Increased staff productivity and skill levels.
4. Stronger member engagement and participation.
5. Better compliance with cooperative laws and regulations.
6. Improved succession planning for leadership roles.
7. Greater adaptability to market changes and new technologies.
8. Enhanced organizational culture of learning and development.
9. Attraction and retention of skilled human capital.
10. Strengthened brand reputation as a learning organization.

Target Participants

- Cooperative Education Officers
- Human Resource Managers in Cooperatives
- Cooperative Board Members responsible for Education/Training
- Trainers and Facilitators in Cooperative Support Organizations
- Cooperative Development Specialists
- Academics and Researchers focused on Cooperative Studies
- Government Officials involved in Cooperative Capacity Building

Course Outline

Module 1: Foundations of Cooperative Education

- Defining Cooperative Education: Principles and Purpose
- The Importance of Education for Cooperative Sustainability
- Linkages between Cooperative Principles and Educational Programs
- Historical Context and Evolution of Cooperative Education Globally
- **Case Study:** Analyzing the educational approach of the Rochdale Pioneers and its enduring relevance.

Module 2: Conducting Training Needs Assessments (TNA)

- Methodologies for Identifying Learning Gaps and Skill Deficiencies
- Engaging Stakeholders in the TNA Process (Members, Staff, Board)
- Prioritizing Training Needs Based on Organizational Goals
- Utilizing Surveys, Interviews, Focus Groups for Data Collection
- **Case Study:** Performing a TNA for a multi-purpose cooperative struggling with member participation.

Module 3: Adult Learning Principles and Andragogy

- Characteristics of Adult Learners and Their Motivations
- Applying Principles of Experiential Learning
- Creating a Conducive Learning Environment for Adults
- Addressing Diverse Learning Styles and Preferences
- **Case Study:** Designing an interactive training session on cooperative finance, keeping adult learning principles in mind.

Module 4: Curriculum Design and Learning Objectives

- Steps in Designing a Cooperative Education Curriculum
- Developing Clear and Measurable Learning Objectives (SMART)
- Structuring Content for Logical Flow and Progressive Learning
- Integrating Cooperative Values into Every Module
- **Case Study:** Developing a curriculum outline for a new cooperative's induction program.

Module 5: Developing Engaging Training Content and Materials

- Crafting Compelling Presentations and Handouts
- Designing Interactive Exercises, Group Activities, and Role-Plays
- Incorporating Multimedia Elements (Videos, Infographics)
- Utilizing Case Studies and Real-World Scenarios
- **Case Study:** Creating training materials for a module on conflict resolution within a cooperative.

Module 6: Blended Learning and Digital Education Platforms

- Understanding Blended Learning Models for Cooperatives
- Choosing and Implementing Learning Management Systems (LMS)
- Designing Online Modules and E-learning Content
- Facilitating Virtual Classrooms and Online Discussions
- **Case Study:** A cooperative successfully transitioning part of its member education to an online platform.

Module 7: Facilitation Skills for Cooperative Trainers

- Techniques for Engaging Participants and Managing Group Dynamics
- Effective Questioning and Active Listening Skills
- Managing Challenging Participants and Situations
- Giving Constructive Feedback and Encouraging Participation
- **Case Study:** Role-playing a challenging facilitation scenario in a member meeting.

Module 8: Monitoring and Evaluation (M&E) of Training Programs

- Designing M&E Frameworks for Cooperative Education
- Developing Relevant Indicators for Learning and Impact
- Data Collection Methods for Training Evaluation (Surveys, Tests, Observation)
- Analyzing and Reporting on Training Effectiveness and ROI
- **Case Study:** Evaluating the impact of a leadership training program on cooperative board performance.

Module 9: Resource Mobilization for Education Initiatives

- Identifying Potential Funding Sources (Internal, Grants, Partnerships)
- Developing Proposals for Education Projects
- Budgeting for Training Programs and Resource Allocation
- Demonstrating Value to Secure Continued Funding
- **Case Study:** A cooperative successfully securing a grant for a youth entrepreneurship training program.

Module 10: Knowledge Management and Sharing within Cooperatives

- Strategies for Capturing and Disseminating Knowledge
- Building Internal Knowledge Repositories and Libraries
- Fostering a Culture of Learning and Sharing
- Peer-to-Peer Learning Networks and Communities of Practice
- **Case Study:** A large credit union implementing a knowledge-sharing platform for its staff across branches.

Module 11: Training for Specific Cooperative Roles and Needs

- Developing Programs for Board Members (Governance, Strategy)
- Training for Staff (Operational Skills, Member Services)
- Education for Members (Rights, Responsibilities, Participation)
- Specialized Training for Youth, Women, and Vulnerable Groups
- **Case Study:** Designing a specialized training module for new women leaders in an agricultural cooperative.

Module 12: Promoting Cooperative Identity and Values through Education

- Weaving Cooperative Principles into All Training Content
- Using Storytelling and Case Studies to Illustrate Values in Action
- Fostering a Sense of Belonging and Collective Purpose
- Education as a Tool for Social Cohesion
- **Case Study:** A consumer cooperative using its education program to reinforce ethical sourcing and community engagement.

Module 13: Building Strategic Partnerships for Education

- Collaborating with Other Cooperatives, Federations, and Apex Bodies
- Partnering with Academic Institutions and NGOs
- Leveraging Government Support and Resources
- Benefits of Multi-Stakeholder Education Initiatives
- **Case Study:** A national cooperative federation partnering with a university to offer specialized cooperative management courses.

Module 14: Integrating Technology for Enhanced Learning and Reach

- Mobile Learning Solutions for Rural Cooperatives
- Gamification and Interactive Learning Experiences
- Virtual Reality (VR) and Augmented Reality (AR) in Training (Future Trends)
- Ensuring Digital Inclusion and Accessibility in Learning Programs
- **Case Study:** A small-scale farmer cooperative using a mobile app to deliver agronomy training to its members.

Module 15: Innovation and Future Trends in Cooperative Education

- Emerging Pedagogies and Learning Technologies
- Micro-Credentialing and Competency-Based Education
- The Role of AI in Personalizing Cooperative Learning
- Adapting Education Programs to Address New Challenges (e.g., Climate Change, Digital Economy)
- **Case Study:** A cooperative education provider experimenting with AI-driven personalized learning paths for its members.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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