



**Team  
Winner**  
**2024**

# Early Childhood Training Team—University of Nevada, Reno Extension

**UNR's Early Childhood Training Team provides professional development for early childhood trainers and educators across the State of Nevada.**

## **THE CHALLENGE**

The governing agency was concerned about the overall quality of training for early childhood professionals in Nevada. Participants complained about lack of engagement (boring training), and the need for meaningful content.

Training early childhood educators is critical to meet licensing requirements, reduce turnover, heighten professionalism, and create advancement opportunities for educators across the State of Nevada.

Early childhood trainers in Nevada needed new skills and strategies to lose the lecture and effectively engage adult learners who typically come to training after working a full day.

## **THE SOLUTION**

The Early Childhood Training Team (23) attended The Bob Pike Group's Train-the-Trainer Boot Camp and several members attended the Creative Training Techniques® Conference. They also participated in monthly free webinars to enhance their virtual training skills to build upon the new framework adopted for training.

The team began to "Bob Pike" their training sessions with C.O.R.E. activities structured to put learners in charge, gain buy-in, and improve retention. Using themes, the training team created unique learning experiences that tie creativity back to content.

Next, the team organized and delivered annual conferences to model and teach instructor-led, participant-centered methodology to other trainers. Over 100 trainers attended Trainer conferences like Camp Train-a-lot or The Trainers of Oz in person. The team also trained over 8,000 early childhood educators in person and online.





## THE RESULTS

Participant-centered methodology rejuvenated the training team and helped them find joy in training adult learners.

Teamwork and creativity are off the charts, and that's fostered synergy and creativity like never before. Training is fun again, for facilitators and audiences. The results say it all—improved funding, sky high evaluation scores, and a growing influence across the State.



UNR Team with attendees at the Trainer of Oz conference

4.9/5



Average Trainer  
Rating by Audience

"Thank you for  
providing such  
meaningful and  
relevant training!"

Training Participant



Grant Funding  
Increased From  
\$750k to \$4.7M!

