ACCELERATE MS

FACET—The Facilitation Academy for Certified Excellence in Training

MS CERTIFIED PROFESSIONAL WORKFORCE FACILITATOR (MS-CPWfF)

The Facilitation Academy for Certified Excellence in Training (FACET) is AccelerateMS' statewide initiative to elevate the quality and consistency of workforce trainers. It applies across all sectors—industry, government, higher education, and CTE—and focuses on uplifting facilitation skills, standardizing delivery excellence, and ensuring skills are transferable. Core focus areas include presentation skills, classroom management, moderation, and adult learning principles.

CORE CURRICULUM

1. Adult Learning Principles & Styles
2. Meeting Preparedness & Planning
3. Emotional Intelligence in Facilitation
4. Fundamental Facilitation Techniques
5. Platform Skills
6. Managing Distractions

PROGRAM STRUCTURE

Duration: 3–5 days (adjustable based on participant skill level)

Modality: Instructor-led training (ILT)

Format: 70% practicum, 30% lecture, with asynchronous practice, live feedback, case application, and gamification

**Capacity**: 10–25 learners per cohort

Customization: Added content for learners with no facilitation experience; emphasis on lab-based learning

Our expectation, based on the research and on similar programs, is that by improving instructor skills and confidence, we'll see measurable, lasting improvements in student performance across the board.

INSTRUCTIONAL APPROACH

- Practical application focus—participants design their own class layouts
- Pre-program video submission to assess skills
- Live facilitation practice with peer and staff evaluations
- Post-program coaching for measurable growth
- 20% talking, 80% listening facilitation ratio

80%/20% Instructional Approach

Talking
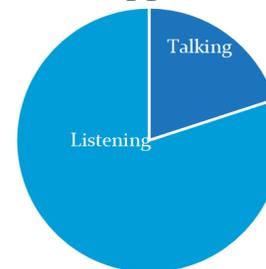
Listening

There's a strong and well-documented connection between instructor development and better student outcomes. Studies in both higher education and workforce training consistently show that when instructors receive structured, hands-on training in facilitation, classroom management, and learner engagement, student satisfaction can improve by 15–20%, and course completion rates can rise by 10–15%. A meta-analysis published in Review of Educational Research found that trained instructors are significantly more effective at fostering active participation, which directly correlates to higher learner retention and performance.
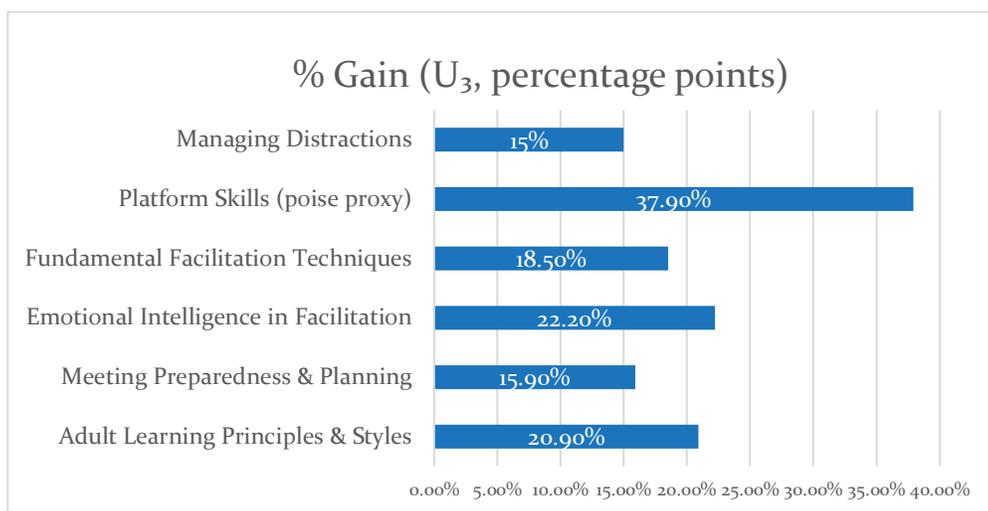
KPIS AND METRICS

Both in the near term and over the longer term, to measure specific impact we'll capture two key indicators:

1. ***Pre- and post-program self-assessments*** where instructors rate their confidence and proficiency in core skill areas like lesson planning, facilitation techniques, and classroom management.
2. ***Practical performance assessments*** during and at the end of the program, where instructors apply what they've learned in real teaching scenarios and receive structured feedback.

Over the **medium-to-long term**, we'll track student performance data for each instructor over the following several semesters, including:

- ***Completion rates**, **Grade distributions***, and ***Student satisfaction survey results***.

That's important, because the goal isn't just to run a great class — it's to show that the ***investment in instructor development leads to sustained gains in how students experience the class and in their actual learning outcomes***.

% Gain (U₃, percentage points)

Category	%
Managing Distractions	15%
Platform Skills (poise proxy)	37.90%
Fundamental Facilitation Techniques	18.50%
Emotional Intelligence in Facilitation	22.20%
Meeting Preparedness & Planning	15.90%
Adult Learning Principles & Styles	20.90%

0.00% 5.00% 10.00% 15.00% 20.00% 25.00% 30.00% 35.00% 40.00%

[1]Classroom-management meta (g≈.22) + universal disruption-reduction (≈.80) (Groningen Research Portal, Wiley Online Library)
[2]Public-speaking anxiety interventions (g=1.17) (dpublication.com)
[3]Active learning (d=.47) + teacher coaching on practice (d=.49) (PNAS, Harvard Scholar)
[4]SEL interventions for teachers (competence g=.59) (Frontiers)
[5]Pre-training interventions (advance organizers/attentional advice/goal orientation) as planning proxy; HRMR + reputable summaries (ScienceDirect, QIC Workforce Development)
[6]Dunst, Trivette, & Hamby meta (adult learning methods; learner-centered features) (puckett.org)

Competency / Learning Objective	% Gain (U₃, % points)
Managing Distractions[1]	+15%
Platform Skills (poise proxy)[2]	+37.9%
Emotional Intelligence in Facilitation[3]	+22.2%
Meeting Preparedness & Planning[4]	+15.9%
Fundamental Facilitation Techniques[5]	+18.5%
Adult Learning Principles & Styles[6]	+20.9%

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