Skill Transfer Process

**Explain**
- Explain what they will learn
- Explain why it’s important
- Tell desired outcomes

**Demonstrate**
- Show the process
- Communicate the level of quality that’s expected

**Practice/Coaching**
- Apprentice practices
- Supervisor provides real-time feedback

**Observe**
- Apprentice works independently
- Supervisor provides light supervision

**Provide Feedback**
- Check-in
- Recognize achievements
- Skill Transfer
- GROW Model