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The Perspectives of In-service Trainers on the Challenges of the Cascade Model

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ABSTRACT This article seeks to establish the challenges that in-service trainers face when attempting to implement the cascade model as it relates to the training of ABET (Adult Basic Education and Training) in the North West province of South Africa. The Kirkpatrick model of training evaluation was employed. A qualitative approach was employed to gather information. Interviews were conducted with one Adult Basic Education and Training (ABET) provincial trainer and five Area Project Office (APO) ABET specialists from five Area Project Offices. The data was analysed by recording interviewees' responses. Thematically, the results of this study shows that ABET educators are not adequately involved in the planning of their in-service training programme. It further identifies factors that impede the effectiveness of the cascade model of training. To circumvent these factors, this study recommends five intervention mechanisms.