



PHOENIX PARK PROJECTS LTD.

Fresh Ideas....Dynamic Engagement....Innovative Solution

**3PL SKILLS
TRAINING SERVICES.**

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1.0 3PL Company-Skills Training Services

Phoenix Park Projects Limited (3PL), a company incorporated in Nigeria, is a technology-driven company created to promote knowledge, digital and physical platforms focused on industrialization with the use of resources and skills. 3PL has a philosophy to blend economic development, technological innovation, and environmental harmony. to build industrial and commercial facilities, ICT and knowledge hubs, recreation centres and homes to facilitate social interactions and prosperity. The company brings global knowledge, years of cognate experience, and multi-disciplinary capabilities to serve private and public clients. The Company and its network of seasoned partners and associates with diverse experiences are driven by a passion to deliver transformative projects of high impact and outcomes, and change the world to a better place. 3PL offers services to clients to successfully execute complex industrial and infrastructure projects and skills training for optimal performance.

1.1 3PL Training Services

3PL Skills training is designed to help the employees in the organizations we serve, enhance and develop their skills sets for better performance. 3PL skills training bridges the gap between the staff skills and what is required to meet the performance demanded. Our Company regards skills training as an important investment that should bring returns to the organization. Training is embarked upon with a clear vision to equip trainees and their companies to be future ready. Training for pre-retirement and retirees are also provided in order to reengage and deploy a reservoir of retired workers with experience, capacity and competences into new productive economic activities. Where applicable as part of training for pre-retirement workers and retired workers, 3PL can plan, procure and establish identified projects expected to take off before retirement to enable candidates withdraw into an ongoing business concern or economic activity.

This following defines the current coverage of 3PL skills training:

Fourth Industrial Revolution (4IR) Skills

Soft Skills

Agricultural Skills

Engineering Construction Skills

Production/Manufacturing Skills

GIS/Remote Sensing Skills

Financial Skills

Pension & Retirement Skills



1.2 Value Proposition

- All 3PL Skill training has been designed to offer specific training to allow applicants to fit into the current job market.
- It is a valuable tool that reignites and hones an individual's abilities so that it can have a measurable impact on the profitability and productivity of an organization.
- The skills training is customized to fit specific business requirements.
- Skills empowers the individual to succeed at every level in the organization and is an essential requirement for living in a socially connected world.
- At 3PL, the vision for pre-retirement training is to make candidates have income- generating assets and an income that sustain the retirement period. Participants are to always ensure that they are financially secure, independent and above all, have the financial freedom during their old age.

1.3 3PL Training Methods

3PL training method comprise of six stages; Training Needs Identification, Training Design, Training Materials Development, Training Delivery, Application of Learned Skills and Evaluation of Training Program. Each training stage is managed by a training unit. Striving to continuously develop its methods for the achievement of best practice.

1.3.1 Training Needs Analysis Unit

3PL possesses the capacity and experience to develop the Training Needs Analysis of our clients' organization. The training gaps, the organizational performance goals and total industry trends and outlook will determine 3PL suggestions for the nature of training package. Every skills training is unique and has requirements specific to the client and business. 3PL has multidisciplinary professionals with domain knowledge and broad experience to have a detailed understanding of the skills training to be provided. Our Training Analysis Unit works closely with the Training managers of our client organization to come up with the combination of skills training required to get the desired organization performance.

Our training need assessment techniques include;

- Direct workplace observation
- Questionnaires
- Consultation with training managers and supervisors
- Interviews and focus group meetings
- Surveys, Records studies



1.3.2 Training Design and Material Development Unit

3PL provides fit for purpose training. Our Design and Material Development Unit develop courses with a mixture of theory, practicals, group work, simulators usage and technology applications, that make the learning process a desirable challenge. The identified knowledge gaps are the emphasis of the training.

1.3.3 Training Delivery Unit

3PL Training delivery unit draws from the wide experience of our members and associates. Our delivery unit has links and affiliations with a wide range of training companies and individual trainers. This Unit in consultation with the client organization decide on the delivery method or combination of methods that will best suit the client budget, location and timing. The activity of our unit is technology driven. Some of our delivery methods are; Instructor-led Training, Virtual Classrooms and E-learning.

1.3.4 Application of Learned Skills Unit

This Unit works with established organizations that apply the skills training 3PL offer our clients. Our methods include trainee site visits, expert visits to client location, mentorship programs, and technical tours. This Unit keeps 3PL relationship with our clients going for as long as desired.

1.3.5 Application of Learned Skills Unit

Our Evaluation unit works with the trainees and the training managers to determine the effectiveness of 3PL training programs. The end-of-training evaluation forms and questionnaires are complemented by reports and feedbacks for the various training units



2.0 3PL Skills Training Courses

This defines the current coverage of 3PL skills training. They are the following:

2.1 4IR Skills (Fourth Industrial Revolution) Training



Fourth Industrial Revolution Foundation course (4IR Foundation) covering:

This course will cover the following outline

1. Defining the 1st to 4th industrial revolutions
2. The key technologies, (digital technologies, physical technologies, biological technologies)
3. Expected impact of the 4IR, its merits and demerits
4. Foundation in Data Science
5. Foundation in Cyber security
6. Foundation in Robotics
7. Foundation in Artificial Intelligence
8. Foundations in Virtual/Augmented Reality
9. Foundations in Cloud Computing
10. Foundations in Cyber Physical Production Systems
11. Foundations in Genetic Engineering
12. Foundations in Block Chain



2.2 Soft Skill Training

Soft Skills Training at 3PL covers broad areas of skills required for individual and team success at the workplace.

Soft skills empowers the individual to succeed at every level in the organization and are essential requirement for living in a social connected world.

Intermediate and Advanced soft skills training are as follows;

1. Communication,
2. People Management,
3. Collaboration & Teamwork,
4. Time Management,
5. Emotional Intelligence
6. Conflict Resolution,
7. Change Management,
8. Presentation and Emotional Intelligence,
9. Negotiation Skills,
10. Organization and Management of Meetings
11. Analytical and Creative Thinking
12. Innovation / Initiative
13. Relationship / Network Building
14. Self Confidence / Self Esteem

Some examples of 3PL unique packages

1. Managing Difficult Conversation package is covered by Modules in Communication, Conflict Resolution, Negotiation and People Management skills.
2. Managing by Objective package is covered by modules in Communication, Goal Setting, Change Management, etc.
3. Presenting with Confidence package is covered by modules in Communication, Presentation and Emotional Intelligence, etc.
4. Critical Thinking package is covered by modules in Mind Mapping, Logic and Questioning skills, etc.

2.3 Agricultural Skills Training

3PL seeks to develop skilled personnel with knowledge of systematic observation and analytical skills needed to take charge of the new agricultural economy. With short courses that cover various aspects of agriculture with emphasis on practical's.

3PL offer training in the following agricultural skills area

1. Greenhouse farming
2. Hydroponics
3. Intensive Aquaculture
4. Intensive livestock Management Systems
5. Post Harvest Management and Value Addition in Farm
6. Management of Extension System
7. High Value Cropping and Diversification in Agriculture
8. Agriculture and Horticulture Marketing
9. Climate Change and Agriculture Management
10. Codex in Agriculture
11. Value Addition and Agribusiness.



2.4 Engineering Construction Skills Training

Construction requires a deep understanding of various factors involved in large-scale projects. Technical skills and project management skills form the foundation on which legal knowledge and construction contract law is built. The delivery methodology is via state-of-the-art technologies, remote and virtual laboratories, and simulation software.

3PL provide skills training in the following:

1. Principles of Construction Management
2. Building Materials and Construction
3. Construction Scheduling
4. Construction Cost Estimating and Cost Control
5. Construction Methods and Equipment Management
6. Construction Project Management
7. Construction Finance
8. Engineering Technologies
9. 2D and 3D CAD Design
10. Properties and Behavior of Concrete
11. Health and Safety in Construction
12. Engineering Management
13. Computer Numerical Control for Workshop Operations.

2.5 Production/Manufacturing Courses

Training to emphasize computer-integrated manufacturing for part or entire production process to achieve faster and less error-prone outcomes.

3PL provide training for skills solutions in the following:

1. Introduction to Manufacturing Processes
2. Computer-integrated Manufacturing
3. Performance Management and Monitoring
4. Product Liability in Manufacturing
5. Strategic Production Management and Planning at Workplace
6. Lean Manufacturing: Waste Reduction and Productivity Improvements
7. Statistical Process Control
8. Health and Safety in Manufacturing



2.6 GIS/Remote Sensing Skills

3PL can offer Remote Sensing courses at various levels of competence and for application to specific needs.

3PL training programs are of equivalent standard as courses covered by BRS labs (Brilliant Remote Sensing Labs) based on ERDAS Imaging and NASA ARSET courses (Applied Remote Sensing Training)

3PL GIS/Remote Sensing courses cover the use of various software's

Short Courses offered are as follows:

1. Space Science and Satellite Overview for Managers and supervisors
2. Remote Sensing Fundamentals
3. Introduction to Practical Remote Sensing
4. Satellite Images Geometric Correction and Map Projection
5. Satellite Images Visual Interpretation
6. Satellite Images Digitalizing and Annotation
7. Satellite Images Classification Essential
8. Satellite Images Classification Advanced + Image Differencing
9. Map Production from Satellite Images
10. Satellite Images Mosaicing and Sub setting
11. Satellite Images Enhancement
12. Satellite Images Terrain Analysis
13. 3D Viewing and Simulation for Satellite Images using Virtual GIS

Various short courses can be combined in modules to cover bodies of knowledge suitable for certificate programs that is required to enhance careers in GIS/Remote Sensing

2.7 Financial Skills Training

3PL provide skills training in the following:

1. Advanced Budgeting, Performance Management and Cost control
2. Basic Accounting, Book-keeping and Cash Management
3. Inventory Accounting and Cost Techniques
4. Feasibility Studies; Preparation, Analysis and Evaluation
5. Business Intelligence
6. Financial Modeling
7. Financial Reporting
8. Cash Flow Management
9. Financial Management
10. Excel for Accounting and Finance Professionals



2.8 Pension and Retirement Skills Training

Training for Pension and Retirement are designed to meet the particular requirements of Client using hybrid mode of both physical and virtual meetings. The company offer the three and five year's module for candidates due for retirement within three and five year. Training compose of theoretical and physical engagements. Instructions are planned for periods of four virtual, two physical and at least three practical training as boot camps, mentoring sessions or real life attachment to activities selected by candidates to allow for hands on experience. Where applicable, 3PL shall plan, procure and establish identified projects expected to take off before retirement to enable candidates retire into an ongoing business concern.

3PL provide Pre-retirement training for skills in the following:

1. The Realities of Retirement
2. Managing Change
3. Relationships Networks
4. Work Identity
5. Your Life Plan
6. Health and Leisure
7. Preparing a will
8. Soft Skills
9. National Business & Economic Review
10. Entrepreneurship
11. Financial Management
12. Selling and Marketing
13. Investment Guides
14. Preparing Business Plan
15. Nurturing a Business for Profitability
16. Project Management
17. Customer Relationship Management
18. Practical Attachment
19. Practical process of setting up and running businesses and employment engagement activities
20. Pension Administration.

