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offering the 5 most essential training skills for trainers every trainer needs to have specific skills as well as training and development tools to be effective first let s look at the following list that includes both soft skills and hard skills 1 research skills one of the most important hard skills a trainer should master is research hands on training allows one to be actively engaged with immediate practice in the new skill they are learning which is essential to information retention dr beatty says 1 learn about your corporate learners meaning is all a matter of perspective one corporate learner may find the online training experience meaningful while another feels it misses the mark as such you need to research your audience to explore their backgrounds personal interests and experience levels training and experience t e include previous work and volunteer experience education or other training and credentials schneider 1994 evaluations of t e are often included in employee 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