University of Phoenix® Professional Development

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Corporate Learning Design

Build a better you

Skill-focused

Self-paced

Job-ready

This course offers 30 professional development credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification and aligns to the SHRM® Body of Applied Skills and Knowledge.¹

This Program, ID No. 616236, has been approved for 30.00 E-Learning re-certification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

Course overview

Explore how to enhance the corporate learning experience – effectively engaging your colleagues and helping employees grow. This course teaches the principles of instructional design to help you understand the steps of corporate training. Explore how to discover what needs to be learned and how to review a completed training program for its effectiveness.

Skills you'll learn

• Effectively conduct a needs assessment for potential training solutions

• Develop impactful learning experiences using key strategies

• Evaluate the effectiveness of learning initiatives for business impact

• Affect organizational change by applying effective career development strategies

Key topics

- Instructional design

- Needs analysis

- Career development strategies
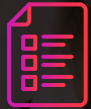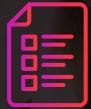
Course outline
1 of 2

Module 1
- Getting Started
- Course Welcome

Module 2 - Implement an Effective Needs Assessment
- Introduction to Evaluating Organizational Learning Needs
- Needs Assessment Toolkit
- Human Resource Planning, Talent Assessment, and Development Frameworks
- Needs Assessment Key Terms
- Needs Assessment Skills Assessment

Module 3 - Identify Instructional Design Strategies
- Introduction to Corporate Learning Design Strategies
- Careers in Training & Development/Gamification for Learning
- Motivation, Action Mapping, and Essential Components of Successful L&D Strategies for Adult Learners
- Instructional Design Strategy Key Terms
- Instructional Design Strategy Skills Assessment

Module 4 - Evaluation of Learning Efficacy
- Introduction to Evaluating Learning Efficiency
- Training Assessment Projects
- Approaches to Learning Evaluation and Measurement Models
- Learning Efficacy Evaluation Key Terms
- Learning Efficacy Evaluation Skills Assessment

Module 5 - Career Development Strategies
- Introduction to Effective Career Development Strategies
- Career Paths in Training Development
- Fostering Connections, Virtual Mentorship and Team Building, and Professional Networking
- Career Development Strategy Key Terms
- Career Development Strategy Skills Assessment

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Ready to start learning?

Start building new skills one course at a time.

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https://www.phoenix.edu/professional-development/faqs/