



# Metrics for Workplace Learning



**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.<sup>1</sup>**

**This Program, ID No. 616240 , has been approved for 30.00 E-Learning recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).**

<sup>1</sup> SHRM is a registered trademark of Society for Human Resource Management.

# Course overview

Strengthen your knowledge of how to use key metrics to assess the impact and success that workplace learning brings to the employee evaluation process. Designed for HR professionals, this course introduces the process of needs analysis, theories and best practices in adult education, and industry standards in metrics for workplace learning.

## Skills you'll learn

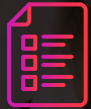
- Identify metrics to measure the impact of employee learning and training initiatives
- Achieve employee learning and training goals by selecting the appropriate intervention
- Leverage metrics to select and implement systematic and individual improvements to learning and training activities
- Evaluate initiatives for efficacy and identify opportunities for iterative improvement





## Key topics

- Needs and development analysis
- Learning and development program design
- Adult education best practices



# Course outline

## 1 of 2

### **Module 1**

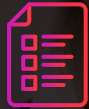
- Getting Started
- Course Welcome

### **Module 2 - Identify Metrics with Needs Analysis**

- Introduction to Needs Analysis Metrics
- Conducting Needs Assessment
- Assessment Tools/Process and Professional Talent Development
- Key Terms for Needs Analysis Metrics
- Needs Analysis Metrics Skills Assessment

### **Module 3 - Select Optimal Interventions**

- Introduction to Engaging Adult Learning
- Basics of Education Technology
- Principles of Adult learning, Engaging a Multigenerational Workforce, and Self-Directed Learning Design
- Optimal Intervention Key Terms
- Optimal Intervention Skills Assessment



## Course outline 2 of 2

### **Module 4 - Instructional Development Metrics**

- Introduction Instructional Development Strategies Metrics
- The ADDIE Model for Instructional Development
- Planning Learning with ADDIE, Motivating Adult Learners, and Measures for Instructional Design
- Instructional Development Metrics Knowledge Check
- Instructional Development Metrics Key Terms
- Instructional Development Metrics Skills Assessment

### **Module 5 - Evaluation of Learning for Improvement**

- Introduction to Evaluating the Impact of Learning and Training
- Barriers to and Solutions for Effective Learning Measurement
- Framework and Strategies for Training Effectiveness and Business Impact
- Effective Learning Knowledge Check
- Effective Learning Key Terms
- Effective Learning Skills Assessment



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