



University of Phoenix®
Professional Development



Metrics for Workplace Learning



Build a better you



Skill-focused



Self-paced



Job-ready



This course offers professional development credits (PDCs) for the SHRM-CP[®] or SHRM-SCP[®] credentials

This course aligns to the SHRM[®] Body of Applied Skills and Knowledge¹

¹ 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

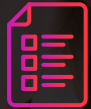
- Identify metrics to measure the impact of employee learning and training initiatives
- Achieve employee learning and training goals by selecting the appropriate intervention
- Leverage metrics to select and implement systematic and individual improvements to learning and training activities
- Evaluate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

Course Introduction

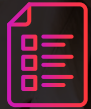
- Getting Started
- Course Welcome

Module 1 - 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 2 - 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 3 - 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 4 - 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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Ready to start learning?

Start building new skills one course at a time.

Have questions? Visit

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