

ADVANCED TRAINING ENGINEERING AND TRAINING BUDGETING SYSTEMS



GENTEX[®]
TRAINING CENTER



Introduction

Advanced Training Engineering and Training Budgeting Systems Training Course prepares training professionals to build learning programmes with the same rigour as any other business investment. Participants work through training needs analysis, competency design, instructional engineering, delivery methods, and training budgeting and evaluation as one connected system. The programme connects learning design with cost control and measurable return. As a result, learners gain a method for building training that justifies its budget. Furthermore, the course strengthens analytical rigour, planning discipline, and the reporting that makes training value visible to management.

Advanced Training Engineering and Training Budgeting Systems Course Objectives

- Apply the training engineering cycle from needs analysis to evaluation.
- Conduct training needs analysis (TNA) at organizational, task, and individual levels.
- Build competency frameworks and derive learning objectives from them.
- Apply instructional design models including ADDIE and the Kirkpatrick evaluation model.
- Apply the 70-20-10 learning model to blended learning design.
- Design course outlines, learning outcomes, and assessment methods.
- Select delivery methods and estimate training hours and resources.
- Build a training budget using cost-per-participant and cost-per-day methods.
- Forecast training demand and plan the annual training plan.
- Evaluate training return on investment (ROI) using the Phillips ROI methodology.

Course Methodology

- Interactive sessions built on training engineering and budgeting cases.

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- Workshops on needs analysis, competency design, and instructional planning.
- Group exercises on budget construction and training plan preparation.
- Hands-on practice with ADDIE, Kirkpatrick, 70-20-10, and ROI calculation.
- Simulation of a training committee review and a budget defence.
- Facilitator coaching and peer review on personal training plans.

Who Should Take This Course

- Training managers and learning and development professionals.
- Training coordinators and instructional designers.
- HR professionals responsible for training plans and budgets.
- Training officers in public and private organizations.
- Learning technology and e-learning specialists.
- Consultants advising on training strategy and evaluation.

Advanced Training Engineering and Training Budgeting Systems Course Outlines

Day 1: Training Engineering Foundations and Strategy

- What training engineering means and how it differs from ad hoc training.
- The training engineering cycle from analysis to evaluation.
- Linking training strategy to organizational strategy and objectives.
- Competency frameworks and their role in learning design.
- Roles in the training function and governance structures.
- Training policy, standards, and quality assurance.
- Case discussion: a training programme nobody could justify.





Day 2: Training Needs Analysis and Competency Design

- Levels of training needs analysis: organizational, task, and individual.
- Data sources for TNA: performance data, interviews, and surveys.
- Task analysis and job competency profiling.
- Gap analysis and prioritisation of training needs.
- Deriving learning objectives from competency gaps.
- Building a competency matrix and training map.
- Workshop: conducting a TNA for a department.

Day 3: Instructional Design and Delivery Engineering

- The ADDIE model: analysis, design, development, implementation, evaluation.
- Learning objectives, outcomes, and Bloom's taxonomy alignment.
- Blended learning design with the 70-20-10 model.
- Content structure, sequencing, and learning activities.
- Delivery methods: classroom, e-learning, on-the-job, and coaching.
- Estimating training hours, trainer days, and resource requirements.
- Exercise: designing a course outline and delivery plan.

Day 4: Training Budgeting and Planning Systems

- The annual training plan and planning calendar.
- Training cost components: direct, indirect, and opportunity costs.
- Cost-per-participant and cost-per-training-day methods.
- Building a training budget and forecasting demand.

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- Training management systems and records administration.
- Procurement of training services and vendor evaluation.
- Simulation: preparing and defending a training budget.

Day 5: Evaluation, ROI, and Training Governance

- The Kirkpatrick four levels of evaluation.
- Reaction, learning, behaviour, and results measurement.
- The Phillips ROI methodology and isolating training effects.
- Calculating training return on investment and cost-benefit.
- Training KPIs, dashboards, and reporting to management.
- Training records, certificates, and audit requirements.
- Capstone: presenting an integrated training engineering and budget plan.

Conclusion

By successfully completing Advanced Training Engineering and Training Budgeting Systems, participants will gain a practical command of training needs analysis, competency-based design, instructional engineering, and training budgeting. They will acquire skills in ADDIE-based design, cost planning, evaluation with Kirkpatrick and ROI methods, and reporting that demonstrates training value. Gentex Training Center designs the programme to help professionals build training that justifies its investment.

FAQs





Q1 What is the "Advanced Training Engineering and Training Budgeting Systems" course about?

It prepares training professionals to build learning programmes with the same rigour as any other business investment. The course spans training engineering foundations and strategy, training needs analysis and competency design, instructional design and delivery engineering, training budgeting and planning systems, and evaluation, ROI, and governance.

Q2 What are the key benefits of the "Advanced Training Engineering and Training Budgeting Systems" course?

You gain a method for building training that justifies its budget. The course improves needs analysis and design quality, makes cost estimates and budgets defensible, strengthens evaluation with Kirkpatrick and ROI methods, and gives you reporting that shows training value to management in financial terms.

Q3 What skills will I gain from the "Advanced Training Engineering and Training Budgeting Systems" course?

You will develop four core skills: training needs analysis and competency design, instructional design and delivery engineering, training budgeting and planning systems, and training evaluation, ROI measurement, and governance reporting.



Q4 What tools, methods, or standards are covered in the "Advanced Training Engineering and Training Budgeting Systems" course?

The course covers the training engineering cycle, organizational, task, and individual training needs analysis (TNA), competency frameworks and competency matrices, gap analysis, learning objectives and Bloom's taxonomy, the ADDIE instructional design model, the 70-20-10 learning model, blended learning design, cost-per-participant and cost-per-training-day methods, the annual training plan and planning calendar, training management systems, vendor evaluation and training procurement, the Kirkpatrick four levels of evaluation, the Phillips ROI methodology, training return on investment calculation, and training KPIs and dashboards.

Q5 How is the "Advanced Training Engineering and Training Budgeting Systems" course applied in real-world practice?

Participants apply it to real work such as conducting a training needs analysis for a department, designing a blended course with measurable outcomes, building and defending an annual training budget, and reporting training ROI to management. The same methods support vendor selection for training services.