

DESIGNING LEARNING PROGRAMS



GENTEX[®]
TRAINING CENTER



Introduction

Designing Learning Programs Training Course prepares HR and training professionals to build structured, results-driven learning experiences that meet real organizational needs. Well-designed programs help employees develop skills faster and apply new knowledge with confidence. This program combines proven instructional design models with practical tools for needs analysis, content structuring, and delivery planning. Furthermore, it addresses common challenges such as unclear learning goals, weak content structure, and low participant engagement. Delegates leave with frameworks they can apply immediately, from learning objective writing to blended delivery planning. As a result, organizations benefit from more effective training, stronger skill transfer, and measurable improvements in workforce capability.

Designing Learning Programs Course Objectives

- Conduct training needs analysis using structured assessment tools
- Apply the ADDIE model to guide program design
- Write clear learning objectives using Bloom's Taxonomy
- Structure content using chunking and sequencing techniques
- Design blended learning programs combining online and classroom methods
- Apply adult learning principles to improve engagement
- Select appropriate delivery methods for different learning goals
- Build assessment tools to measure learning outcomes
- Design job aids and reference materials for skill transfer
- Apply pilot-testing methods to refine program content

Course Methodology

- Interactive workshops using real learning program case studies

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- Hands-on exercises applying the ADDIE model
- Group activities designing sample learning modules
- Practical exercises writing learning objectives
- Short assessments to reinforce daily learning
- Individual action-planning sessions for workplace application

Who Should Take This Course

- HR professionals responsible for training design
- Learning and development specialists
- Instructional designers building new programs
- Training coordinators supporting program delivery
- Subject-matter experts transitioning into training roles
- Managers designing team development initiatives

Designing Learning Programs Course Outlines

Day 1: Foundations of Learning Program Design

- Purpose and value of structured learning programs
- Introduction to the ADDIE model
- Conducting training needs analysis
- Identifying learning gaps and priorities
- Case study: successful program design
- Practical exercise: drafting a needs assessment
- Group discussion on design priorities





Day 2: Writing Objectives and Structuring Content

- Writing learning objectives using Bloom's Taxonomy
- Structuring content through chunking and sequencing
- Applying adult learning principles
- Aligning content with organizational goals
- Practical exercise: writing sample objectives
- Group review of content structures
- Discussion on content flow and clarity

Day 3: Designing Delivery Methods

- Selecting classroom, virtual, or blended delivery
- Designing interactive learning activities
- Incorporating multimedia and job aids
- Balancing theory with practical application
- Practical exercise: designing a delivery plan
- Group review of sample activities
- Feedback session on delivery choices

Day 4: Building Assessments and Materials

- Designing assessments to measure learning outcomes
- Creating job aids and reference materials
- Aligning assessments with learning objectives
- Applying formative and summative assessment methods
- Practical exercise: building a sample assessment

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- Group discussion on assessment validity
- Reviewing supporting materials for clarity

Day 5: Piloting and Refining Programs

- Applying pilot-testing methods before rollout
- Gathering participant feedback for refinement
- Measuring early indicators of program success
- Refining content based on pilot results
- Preparing programs for full-scale delivery
- Action-planning for post-course application
- Final review and course wrap-up

Conclusion

By successfully completing Designing Learning Programs Training Course, participants will have acquired practical tools for needs analysis, objective writing, and program structuring. Furthermore, delegates will understand how to apply the ADDIE model, Bloom's Taxonomy, and pilot-testing methods to build effective learning experiences. As a result, they will be better equipped to design programs that improve workforce capability. Gentex Training Center designed this course to help organizations build stronger, results-driven learning programs.

FAQs





Q1 What is the "Designing Learning Programs" course about?

This course covers needs analysis, instructional design, content structuring, and assessment methods for building effective learning programs. Participants learn practical frameworks for creating structured training that meets real organizational and employee development needs.

Q2 What are the key benefits of the "Designing Learning Programs" course?

Participants gain stronger instructional design skills, improved content structuring, and reliable assessment methods. Furthermore, organizations benefit from more effective training programs, better skill transfer, and improved workforce capability across departments.

Q3 What skills will I gain from the "Designing Learning Programs" course?

Delegates develop needs analysis, instructional design, content structuring, and assessment design skills. These four core competencies help professionals build learning programs that engage participants and produce measurable skill improvements.

Q4 What tools, methods, or standards are covered in the "Designing Learning Programs" course?

The course covers the ADDIE instructional design model, Bloom's Taxonomy for learning objectives, adult learning principles, and pilot-testing methods, giving participants recognized, practical frameworks for building effective learning programs.



Q5 How is the "Designing Learning Programs" course applied in real-world practice?

Participants apply needs analysis before designing content, use the ADDIE model to structure programs, and pilot-test materials before rollout, directly improving how organizations build and deliver effective employee training programs.