

# Learning Design for Training Effectiveness

9-credit Technical Certificate

## About the Certificate

Be prepared for training by gaining skills in needs assessment, design, implementation and evaluation to determine impacts to an organization. Focus is placed on providing an effective learning environment for skills development to support employee productivity. The competencies acquired through this program can also be translated to improvement of student performance within academic institutions.

## What is a Technical Certificate?

A WCTC technical certificate provides an excellent means for those already employed in business to cross train or to expand their knowledge through short-term training opportunities.

For more information, call 262.691.5200.

## Required Courses

## Credits

### First Semester

102-107	Learning Design for Training	2
196-120	Accel Orientation	1
196-165	Employee Train and Develop	3
<b>Total semester credits</b>		<b>6</b>

### Second Semester

196-197	Managing ROI	3
<b>Total semester credits</b>		<b>3</b>

*Curriculum is current as of catalog printing.*

*The ability to complete a full certificate may be affected by low enrollment.*

## Learning Design for Training Effectiveness Required Courses

<b>102-107 Educational Evaluation</b>	<b>2</b>
Prepares educators and Human Resource professionals on the necessary groundwork for excellence in training for employee/student success to achieve organizational goals.	
<b>196-120 Accel Orientation</b>	<b>1</b>
Come to understand the differences between a traditional classroom and an accelerated learning environment during this course which is required for the accelerated Management Development program. Develop new study habits that match individual learning styles in an accelerated environment. Improve creative, problem-solving, and analytical-thinking skills.	

<b>196-165 Employee Train and Develop</b>	<b>3</b>
Become acquainted with the principles and methods for training employees on the job. Experience practical training exercises that include the development of learning objectives and receipt of feedback through a training evaluation. Spend time organizing the training function within an organization and career planning for individual employees. Prerequisites: 196-120 Accel Orientation (or concurrent)	
<b>196-197 Managing ROI</b>	<b>3</b>
Examine ROI (Return on Investment) as a framework for the measurement of improvement processes in business and industry. Learn to identify the five levels of evaluation and apply the appropriate model in a given business problem. Prerequisites: 196-120 Accel Orientation and 196-192 Managing for Quality	