Award in Adult Learning and Development

Course learning outcomes

At the end of the program, the learner will be able to:

a) Identify the contribution that learning and development can make in achieving organisational objectives

b) Identify the individual and contextual elements that are required to be present for a sustained level of job performance

c) Identify the principles and processes of adult learning for their application during the design and delivery of learning experiences for contemporary workplaces

d) Explain the importance of each step in the training cycle i.e. the needs analysis process, training design, training delivery and evaluation

e) Apply a systematic process for conducting a Training Needs Analysis that will focus the solution design on required learner and business needs and target the right skills and knowledge

f) Apply learning design techniques to design and develop a learning programme comprised of a design strategy, learner materials, and assessments

g) Deliver a training session in an engaging and effective manner in both a face-to-face and online mode of delivery d) Apply a systematic process for evaluating the effectiveness of a learning intervention by considering the training programme, the learning, performance on the job, and organisational impact e) Demonstrate an ethical approach in engaging with others in the various stages of the training cycle