Training and Development focuses on the development of human capital (i.e., growing talent) by applying effective learning theories and practices for training and developing employees. The course will help develop essential skills for improving and empowering organizations through high-caliber training and development processes. There are no prerequisites.

Competencies

- **Strategic Needs Assessment**
  The graduate explains the need for training and development within the context of the strategic success of an organization.

- **Program Management**
  The graduate manages training and development programs to ensure the workforce has the necessary knowledge, skills, abilities, and other characteristics to meet present and future organizational needs.

- **Program Evaluation**
  The graduate determines the best practices for training transfer and accurate evaluation of training programs.

- **Talent Management**
  The graduate develops the organization's talent management programs, including career management, performance management, and leadership development.

- **Performance Management**
  The graduate develops performance management and evaluation at an operational level.

Learning

Getting Started

Welcome to Training and Development! In this course you will consider the efforts made in organizations to strengthen knowledge, skills, and abilities, increase fulfillment, and improve employee performance. Through MyEducator you will be able to engage with the subject matter by reading modules, completing chapter activities and module quizzes, and reviewing materials as needed to prepare you for assessments. Course Mentors are also available to answer questions and discuss concepts. Lessons in MyEducator correspond to assessment topics, and based on the results of your preassessment you should know which areas need the most attention prior to taking the Objective Assessment. You will also have the opportunity to apply your knowledge and demonstrate competency in this course in a Performance Assessment.

Assessments

- **Pre-Assessment: Training and Development**
  Status: Not Attempted
  # of Items: 45
  Time Allocated: 120 minutes
  Code: PHDC

- **Objective Assessment: Training and Development**
  Status: Not Attempted
  # of Items: 50
  Time Allocated: 120 minutes
  Code: HDC1

- **Performance Assessment: Applications in Training and Development**
  Status: Not Attempted
  Code: XWT1
A score of Competent or Exemplary is required to pass all assessments. Passing a preassessment does not guarantee you will pass the high stakes assessment.

On objective assessments, you will be charged a retake fee for the third attempt and every attempt thereafter. For more information click here.