HRES1134 - Training and Development

Credits:	3 (3/0/0)
Description:	This course covers basic information about the characteristics of effective training and development programs in building an engaged workforce.
Prerequisites:	
Corequisites:	
Pre/Corequisites*:	
Competencies:	1. Apply the formal steps in the training process. 2. Create a course registration and record keeping procedure. 3. Identify and apply the ADDIE (Assessment, Design, Development, Implement and Evaluate) model of training. 4. Identify criteria for outsourcing training and evaluating vendors. 5. Assess organizational and individual training needs using a needs analysis. 6. Explore the various types of training methods used in organizations. 7. Develop a tool to measure training effectiveness. 8. Identify employee training trends. 9. Evaluate conditions that lead to a successful training program. 10. Demonstrate effective training techniques. 11. Differentiate between the concepts of training and employee development.
MnTC goal areas:	None

**Can be taking as a Prerequisite or Corequisite.*

© 2026 Minnesota State Community and Technical College.
We reserve the right to periodically update information without notice.
The information in this publication should not be regarded as contractual in nature.