

## 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:	<ol style="list-style-type: none"><li>1. Apply the formal steps in the training process.</li><li>2. Create a course registration and record keeping procedure.</li><li>3. Identify and apply the ADDIE (Assessment, Design, Development, Implement and Evaluate) model of training.</li><li>4. Identify criteria for outsourcing training and evaluating vendors.</li><li>5. Assess organizational and individual training needs using a needs analysis.</li><li>6. Explore the various types of training methods used in organizations.</li><li>7. Develop a tool to measure training effectiveness.</li><li>8. Identify employee training trends.</li><li>9. Evaluate conditions that lead to a successful training program.</li><li>10. Demonstrate effective training techniques.</li><li>11. Differentiate between the concepts of training and employee development.</li></ol>
MnTC goal areas:	None

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