Needs analysis and learning goals

Use this template to discuse all the organizational elements related with the blended learning course. The template guide you to align your business goals with your learning objectives.

Custom Learning through Innovative Methodologies and Blended training
CLIMB
Funded by the European Union

Design a learning experience in three steps:
1. Map out the six elements on the left and right of the business analysis canvas.
2. Formulate your learning goals in the center based on the insights from the left and right.
3. Use the design for learning template to continue with the design of your blended learning course

STRATEGIC GOALS

Which are the objectives that the company wants to achieve through this training?

Which are the quantitative and qualitative indicators for these objectives?

SKILS

Which are the core skills that the learners should acquire at the end of the course?

TARGET GROUP

How many people are going to be trained?

Which is the profile of the learners? (age, years of experience, level of education, previous trainings)

Which is the current position of the learners in the company and the tasks they are asked to perform with the new skills?

Which are the current competencies of the learners? Are all learners at the same starting point?

Do all participants have the ICT skills to attend an online course?

Do all participants have access to devices for online learning? In which kind of devicestheyhave access?

TIME AVAILABLE

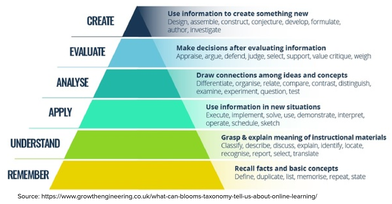
Will the training be part of the working hours?

Which is going to be the total duration of the training? (in hours)

How many hours per week should a participant dedicate to the training?

How long will the training last (in weeks)

LEARNING GOALS



Source: https://www.growthengineering.co.uk/what-can-blooms-taxonomy-tell-us-about-online-learning/

At the end of the learning experience the learner should be able to:

1. _____
2. _____
3. _____
4. _____

MODALITY

Online Asynchronous

Online blended: Synchronous and Asynchronous

Blended: face to face and online

Other:

BUDGET

Which is the budget available for the training?

Are there other resources that the company can make available for the training?

OTHER ASPECTS

DESIGN FOR LEARNING TEMPLATE