HCT
Progressive, Innovative & Interactive Training

Training Needs Identification and Design

LEVEL 6

QQI AWARD

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Programme Aim: This programme has been designed to help enable participants to develop the knowledge and skills necessary to confidently identify training and development needs within a organisation and or on a individuals level, to devise a training plan and to explore the scope of training and development design to meet the needs of those wishing to receive the training. On completion of this programme participants will be able to identify and assess training needs, develop, plans, content and materials required to deliver relevant training programmes. This programmes is also worth 15 credits towards the special purpose award in Training and Development 6S3372

Participants of this programme will:

- Have acquired the skills to be able to examine the impact of training and development within a organisation or individual setting
- Be able to assess approach and techniques used to carry out a training needs analysis along with its stages
- Understand and be capable of carrying out a training needs analysis to identify training requirements
- Devise training plans based on organisational or individual needs
- Understand a number of adult learning and motivation theorises
- Develop appropriate training content and materials

Programme Content

- Adult learning theorist including understanding and control group dynamics
- Outline benefits of training needs analysis
- Assess a range of approaches and techniques to conduct a training needs analysis
- Assess a range of Instructional System Design models
- Identifying TNA outcomes in terms of gaps in knowledge, skills and attitudes
- Devise a training plan based on priorities training need
- Developing training content and materials using a range of aids
- Evaluate a range of performance management approaches

Specific Support Available

A range of accommodations and supports are possible according to specific needs. This programme comes with a very comprehensive manual as an excellent source of reference after the programme

Programme level	This programme leads to a Level 6 on the National Framework of Qualifications
Progression and Credit Value	Training and Development 6S3372 This programme is worth 15 Credit of a Major Award
Duration	This programme will run for 6 contact days depending on the project and will require participants to complete some work in their own time
Who should attend this course	People seeking skills in or are looking to gain formal qualification in Train and Education, this award is the most recognised qualification used by QQI Centres in Ireland and used by companies nationwide
Required fluency in generic skills	A learner seeking entry to a programme leading to awards at level 6 can read, draft, prepare and understand complex information, including quantitative information. Learners will be able to solve problems well, accepting personal responsibility
QQI Assessment	Participants who wish to achieve a QQI Component Certificate must complete 40% Assignment and 60% Project
Resources Required in Order to Successfully Complete the Module	Some personal learning / study time will be required from participants. Programme packs, Assessment Briefs and some equipment will be provided as a part of the programme
Specific Entry/Access & Exemptions required	A learner seeking entry to a programme leading to awards at level 6 does not need a previous formal qualification. HCT would highly recommend that learners have achieved some certification at Level 5 or have relevant work/life experience

Training Needs Identification and Design 6N3325