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Strategic Training Design Graduate Certificate Program



The Center for
Multidisciplinary
Studies

Strategic Training Design

The Strategic Training Design Certificate provides professionals in fields such as Human Resource Development and Business Management with the competencies required to develop highly effective learning materials that drive strategic employee development and boost performance and manage the employee development efforts of an organization.

The master's level certificate is designed for individuals who have completed a Bachelor's degree, have at least two years of work experience, and are interested in a career in instructional design or employee development in a corporate setting.

The course offerings in this certificate allow individuals to focus on gaining competence in the design of strategic learning materials or in the management of employee development efforts.

Required Courses:

0626-730: Strategic Employee Development

This course provides individuals with a framework needed to successfully design learning interventions that drive performance improvements in their organizations. They examine adult learning principles and learning styles as well as best practices in organizational learning, employee development, and alternative delivery strategies. They identify how to link learning initiatives with corporate strategy and gain commitment to those initiatives from senior leaders. Individuals who have completed Theories of Human Resource Development need not take this course. Credit 4

0688-750: Performance Based Training Design

This course provides individuals with the tools needed to develop performance-based, instructor-led learning programs. They learn techniques to assess performance needs, identify learning gaps, analyze job tasks, write performance-based learning objectives, design learning modules, benchmark content, and test learner comprehension. They examine delivery methods, including technology-based options. The course provides the opportunity to complete an actual work-related learning module as an alternative to a case-based module. Individuals who have completed Instructional Design Principles (0688-362) or Training Design and Delivery (0626-428) need not take this course. Credit 4

Choose 2 of 5 Courses:

0688-716: Design Non-Traditional Learning Programs

High performance workplace is more than a buzzword in today's organizations; it is the key to viability in the global marketplace. Instructional design professionals must be able to help organizations improve performance without taking employees away from revenue generation activities. The four-credit course examines the development of non-traditional learning programs and tools that drive performance, such as special project assignments, job shadowing, and hiring criteria. Students in the course learn to identify effective non-training interventions and design useful tools and

materials to support performance improvements. (Pre-Requisites: 0626-730 Strategic Employee Development (equivalent experience or courseware) and 0688-750 Performance-Based Training Design.) Credit 4

0688-716: Design of Interactive Training

As employers become more focused on the need to engage employees in order to improve retention and increase productivity, learning strategies for employee development must model engagement. Employers and employees are seeking well designed, engaging learning programs that link to corporate strategies. This four-credit course examines how to use games, simulations, cases, and other learning experiences to create an interactive, job-relevant training program. Students in the course practice developing learning activities that engage adults, drive learning objectives, and that can be effectively replicated by any number of trainers and across a variety of delivery mechanisms. (Pre-Requisites: 0626-730 Strategic Employee Development (or equivalent experience or courseware) and 0688-750 Performance Based Training Design.) Credit 4

0688-718: Design On-The-Job Training

Research has shown that adults learn best and retain the most when are actively engaged in the task they must master. Traditional approaches to training set up an environment where adults are shown and told what to do. An on-the-job approach to training shortens overall training time and helps new employees get productive sooner. This four-credit course focuses on creating training materials to support on-the-job training of technical tasks. Students in the course learn to write job aids and create training modules that any job expert can use to effectively train peers. They practice writing clear instructions and documenting critical job knowledge. (Pre-Requisites: 0626-730 Strategic Employee Development (or equivalent experience or courseware) and 0688-750 Performance-Based Training Design.) Credit 4

0688-721: Creating Technical Proposals

The elements of proposal writing, including responsiveness, establishing credibility, and technical clarity. The proposal process as practiced in government and industry, including an understanding of RFPs, RFIs, and the decision process. Specialized proposals including NDAs, on-line and multi-media proposals and technical marketing presentations. Credit 4

0688-732: Managing Technical and Scientific Communications

Course covers the management of technical and scientific communication projects and organizations, including managerial roles, practices, and responsibilities as well as management strategies for content and audience evolution. Covers management of parallel (print and online) projects, single-sourcing, and documentation localization; technological factors in the production and distribution of technical documentation; and consideration of career options and independent contracting. Credit 4

About the CMS Certificate Program

Build an academic program that you can complete at a pace that suits your lifestyle. The Center for Multidisciplinary Studies offers several certificate programs designed for students who want to gain expertise in a specific area of study or who wish to focus on one area of study at a time. Credits earned in these programs may be applied toward a degree in Applied Arts and Science. Ask a CMS advisor for more information.

Students must achieve a program GPA of at least 2.0 in order to be certified. A CMS academic advisor can explain the details. Just give them a call or send them an e-mail.

A Degree As Unique As You.

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