

Train the Trainers Workshop

Outline – Learning Objectives

1. Definition of Learning Objectives

Statements describing the desired outcome of training; in particular, the kind and level of performance that learners should be capable of upon the completion of training.

2. Purposes of Learning Objectives

- A. To focus the overall course design and the design of individual sessions, including content and methodologies.**
- B. To provide faculty and participants information on the expected value and outcome of the overall course and the individual sessions.**
- C. To provide a basis for different types of evaluations of the course and individual sessions.**

3. Elements of Learning Objectives

- A. Desired Performance**
Describes in precise terms what the learner should be able to do at the conclusion of the training.
- B. Conditions of Performance**
Describes the circumstances after which or under which the learner will be performing.
- C. Standard of Performance**
Describes the level or degree of skill or proficiency of the desired performance (that necessary for quality job performance).

4. Example of Learning Objectives from Train the Trainers Conference

- A. Using Adult Learning Principles and Learning Objectives in the Design of Training Courses and Sessions**

Learning Objectives: After instruction on, and practice in the application of, the appropriate principles, and with tools to facilitate use of the concepts **(conditions)**, the participants will:

- Be able to articulate and explain principles of adult learning and will be able to design training **(desired performances)** that uses and is consistent with those principles **(standard of performance)**.
- Be able to articulate and explain the purposes and elements of learning objectives and will be able to write learning objectives **.(desired performances)** that effectively focus the design and evaluation of training **(standard of performance)**.