

PROGRAM SYLLABUS

Learning & Development

Online Certification Program

Last update: October 16, 2024

AIHR | ACADEMY TO
INNOVATE HR



An overview

of what you can expect from this program

Train, retain, and engage your workforce

Give your organization a powerful competitive edge by training, retaining, and engaging your most talented employees. As a Strategic L&D Specialist, you will have the skills to engineer an effective L&D program and create a culture of learning that is aimed at solving today’s most pressing people-challenges, such as closing the skills gap, enabling the digital transformation, engaging millennials, and retaining your most talented people.

This online certification takes you from building a targeted L&D strategy to putting it into practice by building the learning culture and landscape within your organization. In this process, you will identify key learning needs, analyze skills gaps, and use learning analytics to evaluate the effectiveness of learning interventions and avoid wasting the L&D budget.

	Type	Online self-paced learning
	Language	English (including subtitles)
	Duration	36 hours
	Access	12 months
	Structure	5 courses + capstone project / 11 modules
	Testing	Quizzes, assignments, capstone project
	Digital certificate upon completion (including LI token)	
	Eligible for HRCI, HRPA & SHRM credits	
	Reading materials & bonus content	
	60-day money back guarantee	

Learn in-demand skills

and take your career to the next level

Learning objectives



Learning & Development strategy

Design and implement an HRD strategy that aligns with the business strategy and works as catalyst for talent management.



Skill gap analysis

Help your organization dodge disruption by pinpointing crucial skill gaps and providing effective learning interventions.



Coaching skills

Learn how to implement coaching in your organization to support behavioral change.



L&D analytics

Measure the impact and effectiveness of learning interventions using learning analytics.

The perfect fit for

This course is for L&D and Talent professionals who want to take a more strategic and data-driven approach to Learning & Development. The combination of scientific frameworks and practical lessons will help you identify development opportunities and implement effective interventions.

No specific prior knowledge is required but human resources or L&D experience will be helpful to draw upon.

Curriculum structure

Practical. Comprehensive. Game changing.

• 2 MODULES

Learning & Development Strategy

• 5 MODULES

Designing Digital Learning Experiences

• 1 MODULE

Skills Gap Analysis

• 2 MODULES

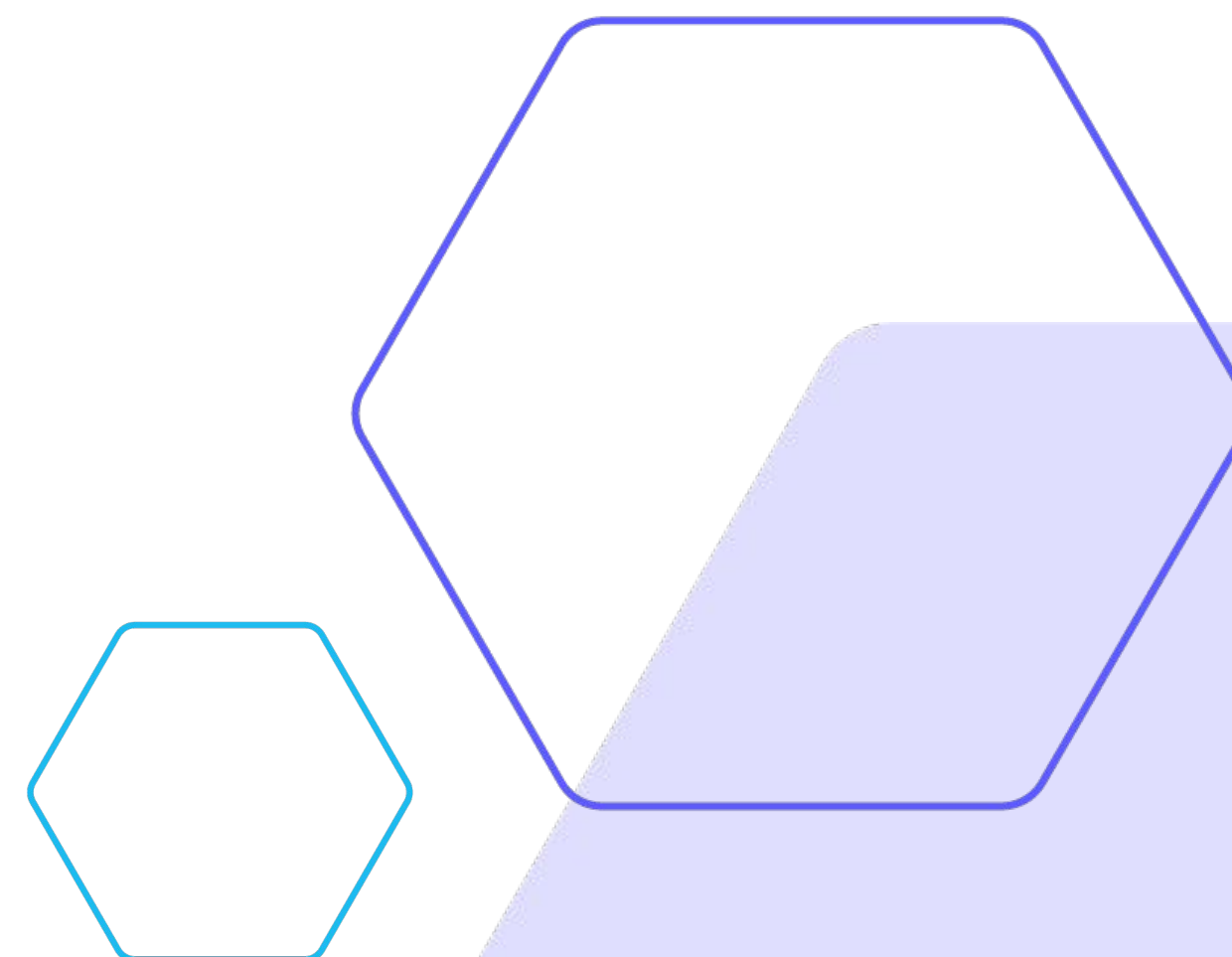
Coaching

• 1 MODULE

Learning Analytics

• 1 MODULE

Capstone Project



A detailed look

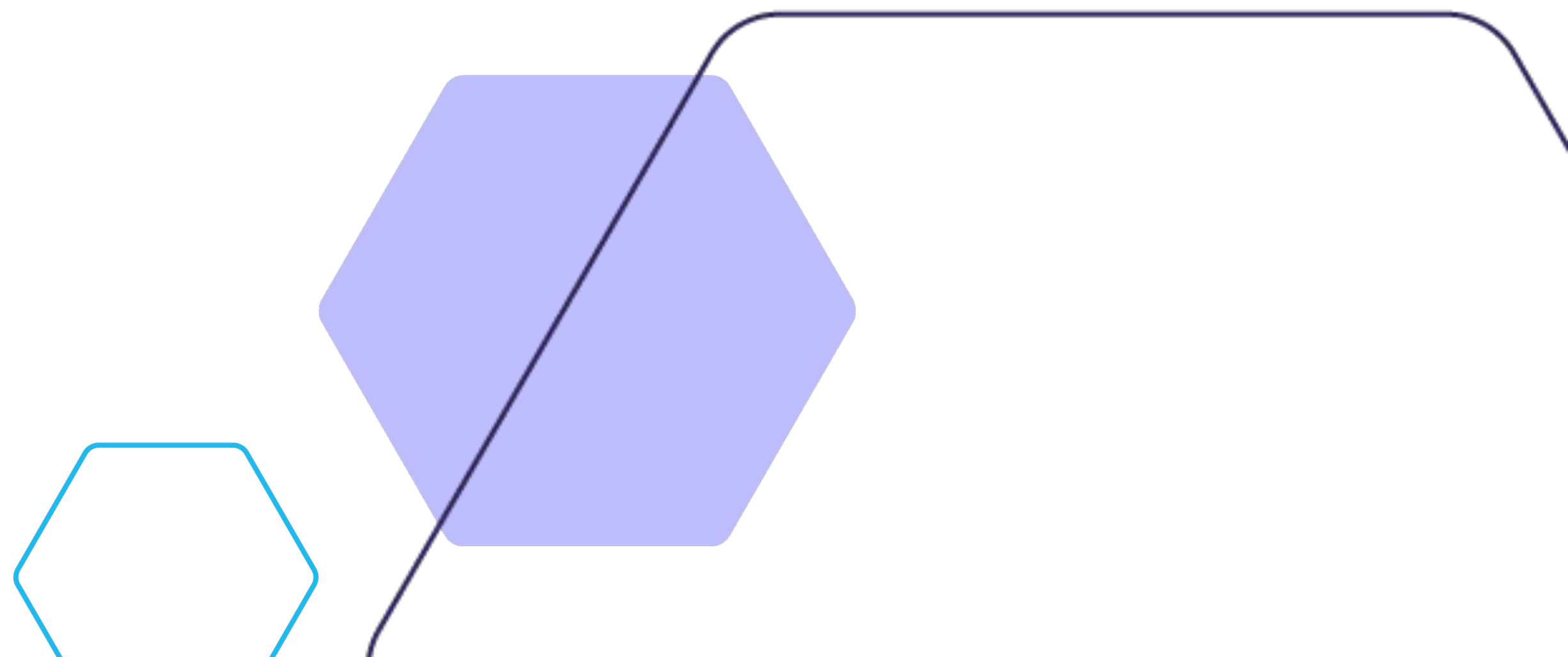
at the curriculum and modules

2 MODULES

Learning & Development Strategy

Build a Learning & Development strategy that enables your organization's long-term objectives. From mapping organizational learning maturity, to setting up formal learning programs and strengthening the informal learning landscape, this course provides you with the knowledge and skills necessary to develop L&D into a high-value strategic function.

- **Building a Culture of Learning**
- **Learning Strategy**





5 MODULES

Designing Digital Learning Experiences

Transform your company into a digital learning organization. In this course, you will learn how to use the Digital Learning Strategy Canvas to structure your L&D strategy and bring key learning objectives within reach. You will also learn to develop and implement a digital learning strategy by getting buy-in from key stakeholders.

- **Why: Learning as a Strategic Enabler**
- **Who: Understanding Your Learners**
- **What: Content and Delivery**
- **Implementation**
- **Case study**

1 MODULE

Skills Gap Analysis

Take the guesswork out of L&D. In this course, you will learn methods to accurately identify your organization's current and future learning needs by performing a skill gap analysis. In addition to learning key techniques, you will see plenty of practical examples that can help you map your organization's internal upskilling needs.

- **Fit for Purpose**
- **Quantitative Impact**
- **Case study**



2 MODULES

Coaching

In this course, you will immerse yourself in both the academic and practical aspects of coaching so that you can implement coaching successfully. You will learn about different roles in coaching, GROW models, the benefits of managerial coaching, and how to choose the right coach for your organization.

- **Introduction to Coaching**
- **Evidence-Based Coaching**

1 MODULE

Learning Analytics

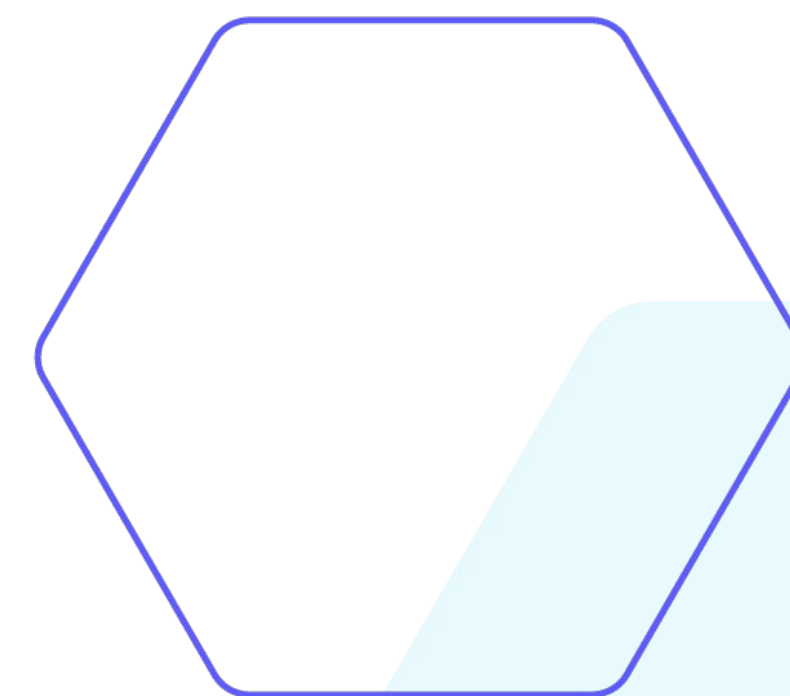
Use data to demonstrate just how valuable your L&D program is. You will start with the basics of learning analytics, before diving into different approaches, methods to collect the right data, calculating learning analytics ROI and more. This course also includes several practical case studies demonstrating the potential and relevance of learning analytics.

- **Collecting Learning Data**
- **Implementing Learning Analytics**

1 MODULE

Capstone Project

The capstone project will let you put your new knowledge and skills into practice. The project covers a wide range of topics included in the certificate program, from analyzing business needs to formulating a strategy and finally measuring the effect of your work.



Proven online learning for Human Resources Professionals



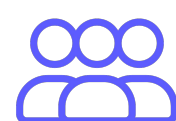
Real-world projects

Develop practical skills through working on real-world projects and studying dozens of inspiring case studies



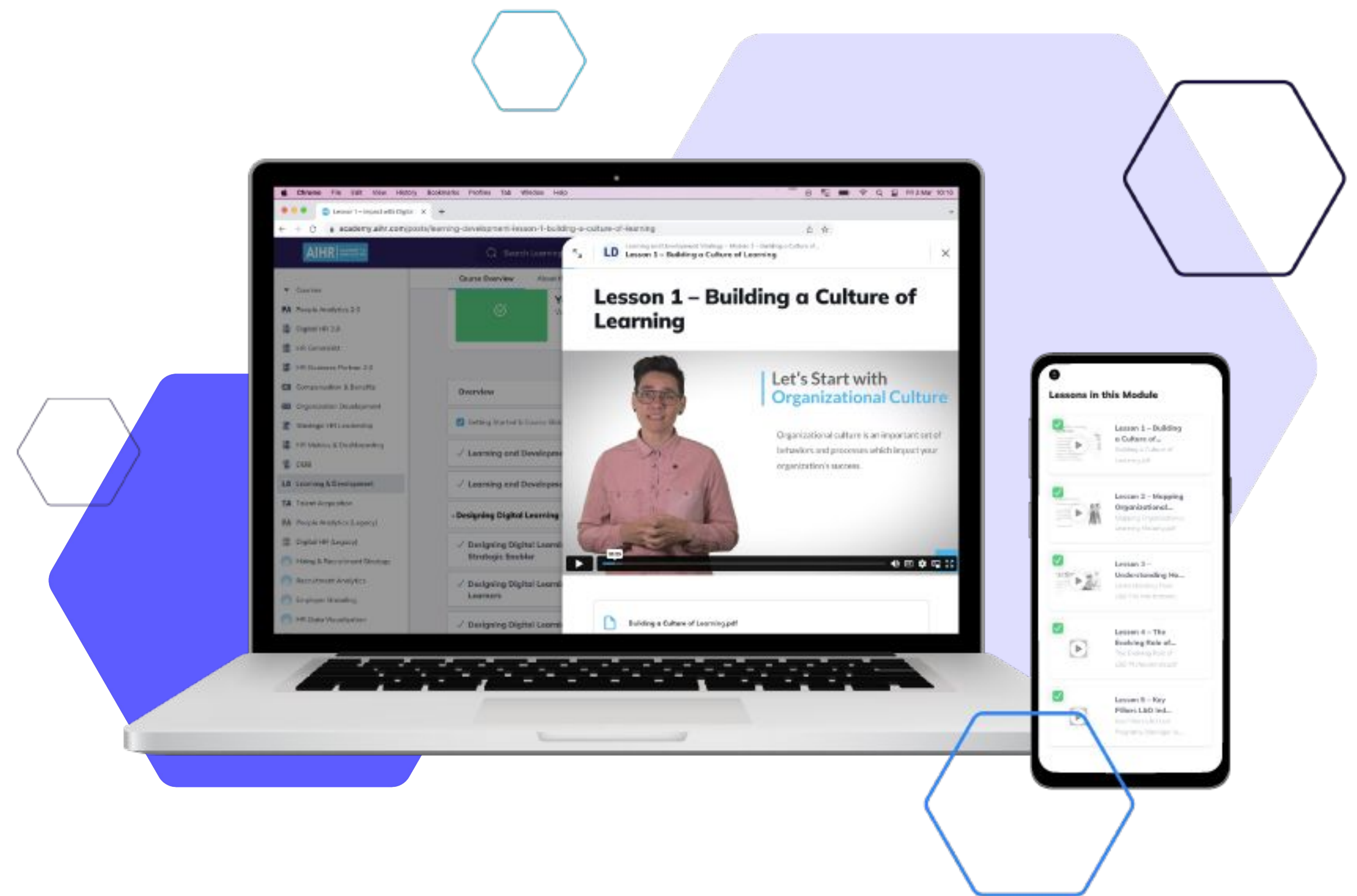
Self-paced online learning

Learn anywhere, anytime, and at your own pace with our fully online training programs. Including a smartphone app.



Practitioner community & coach

Collaborate with HR professionals from around the world or contact your personal coach if you need any assistance or input.



AIHR is an approved provider with the HR Certification Institute (HRCI®), a pre-approved provider with the Human Resources Professional Association (HRPA), and recognized by the Society for Human Resource Management (SHRM)

Get a sneak peek

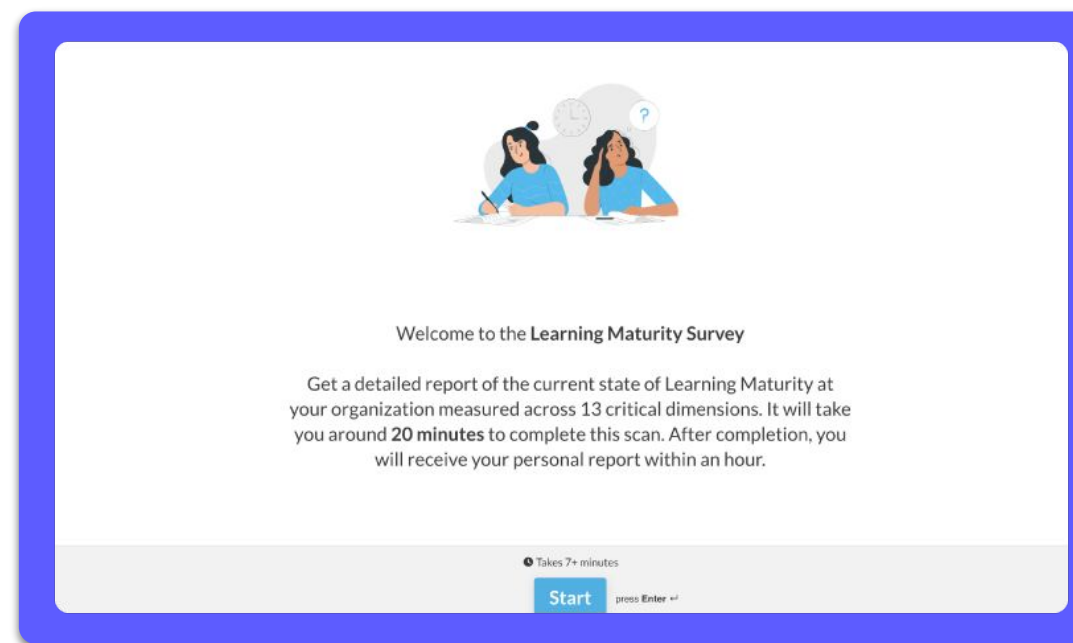
of lessons and course materials



Engaging video lessons

Learn at your own pace with bite-sized, pre-recorded lessons by leading HR experts.

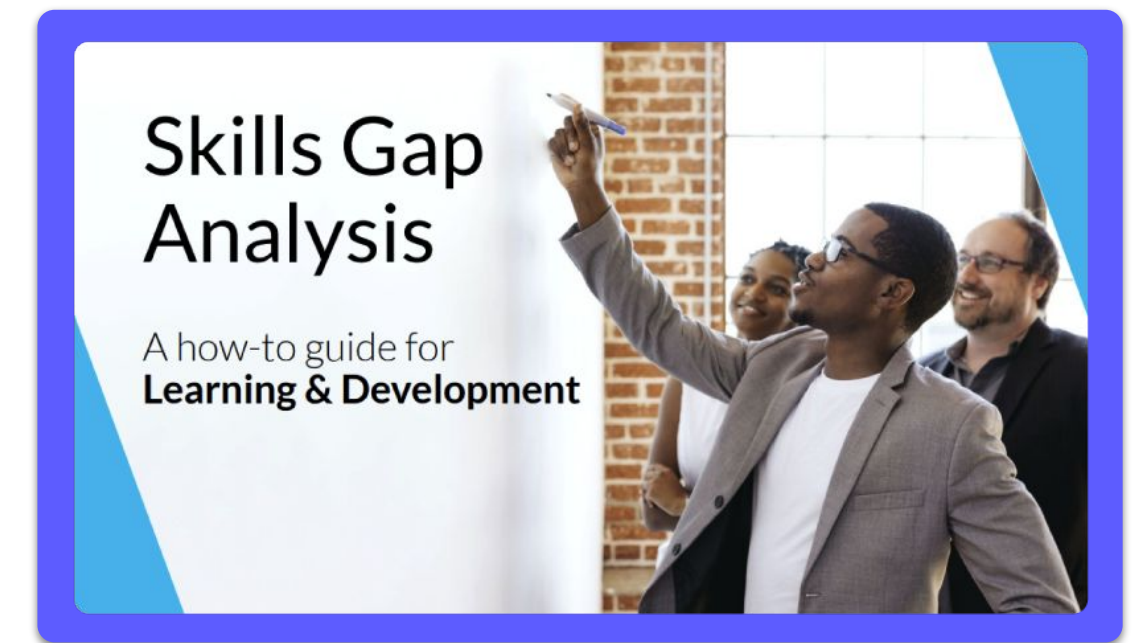
[Watch preview lessons](#)



Practical resources

Fulfill your responsibilities as an L&D specialist with ease with practical resources.

[See preview resource](#)



Downloadable templates

Save time and effort with a library of grab-and-go templates, guides, checklists, and more.

[Tour the library](#)

Grow your skill set

Enroll today

- ✓ Go to www.AIHR.com
- ✓ Select your program and click the Enroll button
- ✓ Fill out your (company) billing address and payment details
- ✓ Create your student account
- ✓ Happy learning!



Customers give us an average rating of 8.9 out of 10.

AIHR is the place to learn the skills you need to advance your career and remain relevant in the ever-changing digital human resources landscape. We offer the most comprehensive curriculum of HR courses and certifications available worldwide and are a proud supplier of over 175 Fortune Global 500 companies.



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