

Assessing Learning Needs

Who's driving?

Kim Whiteside

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Kim is an award-winning Instructional Designer at Metropolitan Community College and applies over 30 years of experience in adult learning, training, and performance to the design, development, and deployment of blended and online learning experiences. She is humbled by the opportunity she is afforded every day to help others acquire skills that have the potential to change their lives. Kim has a bachelor's degree in journalism from University of Nebraska at Omaha and a master's degree in adult learning from Drake University. With certifications in virtual, instructor-led training, career coaching, prior learning, and quality online course review, Kim believes she has a well-rounded view of the best practices in learning design and loves to talk about these practices every chance she gets. In her spare time, she makes found-object art, and immerses herself in creative writing projects.

What sites should we expect to see?

In the training and instructional design fields, learning practitioners are often approached with requests for training without comprehensive details and data regarding why the training is needed and why training is the best solution to produce the desired results. During this session, learners will explore the foundational framework of needs assessments (such as concepts, benefits, and processes), consider non-training interventions, as well as create tools they can use during the needs assessment process.

What will we learn along the way?

As a result of this workshop, learners should be able to:

- Explain the needs assessment process and why it's important
- Create a needs assessment plan
- Analyze needs assessment results
- Report recommendations from needs assessment results