Creating a Training Program Using the ADDIE Model

Needs Assessment

- What are the learners' characteristics and health-related needs?
- What existing knowledge and resources do they have?
- What is the gap between what they know and what they need to know?

The Adult Learner

- What do they expect?
- What do they need?
- How can training meet their learning needs?
- How can I as a trainer help them meet their learning needs?

Training Design

- What learning outcomes will meet learners' needs?
- What resources are available (financial and programmatic)?
- What training activities need to be developed?
- What are some potential challenges?
- What do the sponsors expect?

Training Development

- Develop content.
- Develop activities.
- Find or create evaluation instruments.
- Develop and implement marketing/recruitment activities.

Training Implementation

- Are selected trainers ready to deliver the training?
- Are all training resources prepared and details regarding the training addressed?
- Implement.

Evaluation

- Are the needs of learning objectives being met?
- What methods are working/not working during implementation?
- How did learners evaluate the training upon completion?
- Are learners are applying their learning as they carry out healthy-related tasks?
- Are the sponsors of the program well satisfied?