



HUMAN RESOURCES TRAINING

Instructional Design and E Learning Development

5 day course

Classroom, online or in-house

Course overview

Most organisational e learning is a slide deck with a next button and a quiz at the end, which people click through without learning anything, and completion is then reported as if it were capability. This course covers designing for the second. Delegates work through analysis and establishing whether training is the right intervention at all, since a performance problem caused by tooling or incentives will not be fixed by a course. Learning objectives that describe observable behaviour follow. Content structure, chunking and cognitive load are covered, along with activity and practice design, which is where learning actually happens. Assessment that tests application rather than recall is addressed. Media production within a realistic budget follows. The course closes on evaluation beyond completion rates.

What you will learn

- Establish whether training is the right intervention at all
- Write objectives that describe observable behaviour
- Structure and chunk content against cognitive load
- Design activities and practice rather than presentation
- Assess application rather than recall
- Produce media within a realistic budget and timeline
- Evaluate beyond completion rates

Who should attend

- Learning and development practitioners
- Instructional designers and e learning developers
- Subject experts asked to build training
- Training managers commissioning courses
- Human resources staff running learning platforms

Course outline

- 01 A next button and a quiz
- 02 Analysis and whether training is the answer
- 03 Observable learning objectives
- 04 Structure, chunking and cognitive load
- 05 Activity and practice design
- 06 Assessment that tests application
- 07 Media production within budget
- 08 Evaluation beyond completion

Upcoming dates

Dates	Venue	Format	Fee per delegate
9 to 13 November 2026	Harare, Zimbabwe	Classroom	USD 1,325
21 to 25 December 2026	Maseru, Lesotho	Classroom	R19,950
25 to 29 January 2027	Cape Town, South Africa	Classroom	R19,950
8 to 12 February 2027	Online	Online	R8,500



Fees and how to register

This 5 day course is **R8,500** per delegate online, **R19,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 1,325** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

AfriScience Group | +27 61 536 6531 | info@afriScience.co.za | Pretoria, Gauteng, South Africa