BLACKBIRD FOR TRAINING

Training Engineering and Training Budgeting System

25 – 29 January 2027
Lisbon (Portugal)



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Introduction

Training Engineering and Training Budgeting Systems have become essential components of modern Learning and Development functions, enabling organizations to systematically identify capability gaps, design effective training interventions, and ensure the optimal allocation of training resources. These functions are no longer limited to administrative activities; they have evolved into strategic mechanisms that directly influence workforce capability and organizational performance.

Organizations increasingly rely on structured training systems to ensure that learning initiatives are aligned with business requirements, competency frameworks, and measurable outcomes. This requires a clear methodology that integrates training needs analysis, program design, implementation management, and budgeting into a unified and coordinated system.

This course provides a structured approach to Training Engineering and Training Budgeting, enabling participants to design, manage, and financially plan training programs using a systematic and results-oriented methodology. It focuses on the tools and frameworks that support effective training governance and resource optimization.

The course content is designed to transform training concepts into practical organizational frameworks, enabling professionals to establish and manage integrated training systems within their organizations while ensuring cost efficiency and strategic alignment.

Course Objectives

- Understand the principles of Training Engineering and its role in organizational development.
- Conduct structured training needs analysis aligned with business objectives.
- Design competency-based training programs.
- Dpply methodologies for training implementation and monitoring.
- Understand training budgeting principles and cost planning techniques.
- Allocate training rsources effectively according to priorities and expected impact.
- Evaluate training effectiveness using structured models and key performance indicators.
- Align training plans with organizational strategy and workforce requirements.
- Develop integrated training systems that combine design, implementation, and budgeting.



Course Outlines

Day 1: Foundations of Training Engineering

- Introduction to Training Engineering and Learning & Development systems.
- The role of training in improving organizational performance.
- Overview of the training cycle and its key components.
- Linking business strategy to training requirements.
- Identifying competency gaps and development needs.
- Mapping the organizational training system.

Day 2: Training Needs Analysis

- Principles of training needs analysis.
- Methods for identifying skills and competency gaps.
- Competency frameworks and assessment tools.
- Prioritizing training requirements.
- Translating business needs into training objectives.
- Structured approaches to training needs assessment.

Day 3: Training Design and Program Development

- Designing structured training programs.
- Principles of instructional design for adult learning.
- Developing training modules and learning pathways.
- Aligning training content with required competencies.
- Selecting appropriate training delivery methods and tools.
- Developing integrated training program structures.

Day 4: Training Management and Program Implementation

- Planning and managing training programs.
- Scheduling, coordination, and resource allocation.
- Monitoring the effectiveness of training delivery.
- Quality assurance in training implementation.
- Training documentation and reporting systems.
- Managing training operational activities.



Day 5: Training Budgeting and Evaluation Systems

- Principles of training budgeting and cost planning.
- Effective allocation of training resources.
- Estimating training program costs.
- Monitoring training expenditure and efficiency.
- Training evaluation models using KPIs and return on investment measures.
- Developing an integrated training plan that includes budgeting and evaluation.

Why Attend This Course: Wins & Losses!

- Build a comprehensive understanding of Training Engineering systems.
- Strengthen the ability to conduct structured training needs analysis.
- Develop skills in training design and program development.
- Improve the ability to manage training operations effectively.
- Acquire practical capabilities in training budgeting and resource allocation.
- Enhance decision-making related to training investments.
- Increase the effectiveness and impact of Learning and Development functions.
- Apply integrated approaches to training planning and implementation.

Conclusion

Training Engineering and Training Budgeting Systems represent a significant shift toward more structured, data-driven, and strategically aligned Learning and Development practices. Organizations that adopt these systems are better equipped to identify capability gaps, design targeted training interventions, and ensure the optimal use of training resources.

This course provides a comprehensive framework that integrates training needs analysis, program design, implementation management, and budgeting within a single coordinated system. It enables professionals to move beyond reactive training delivery toward proactive training system design, governance, and planning.

By combining methodological understanding with structured organizational application, participants gain the capability to establish and manage effective training systems that support organizational growth, workforce development, and sustainable performance improvement.

