

Training Engineering and Training Budgeting System

Orlando, Florida (USA)

21 - 25 September 2026

UK Training

PARTNER



Training Engineering and Training Budgeting System

Code: HR32 From: 21 - 25 September 2026 City: Orlando, Florida (USA) Fees: 5900 Pound

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.
- Apply methodologies for training implementation and monitoring.
- Understand training budgeting principles and cost planning techniques.
- Allocate training resources 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.

A graphic of a chessboard with several chess pieces. In the foreground, there is a silver pawn, a silver king, and a gold king. The background shows concentric circles emanating from the center of the board.

UK Training
PARTNER

- 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.

A graphic of a chessboard with several chess pieces. A large gold king piece is in the foreground on the right, with a silver pawn and a gold pawn behind it. In the background, there are concentric circles and the text 'UK Training PARTNER' in a bold, sans-serif font.

UK Training
PARTNER

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.

Blackbird Training Clients

 MANNAI CORPORATION MANNAI Trading Company WLL, Qatar	 GAC UNE FILIALE D'EGA Alumina Corporation Guinea	 Booking.com Booking.com Netherlands	 OXFAM Oxfam GB International Organization, Yemen	 Capital Markets Authority Kuwait
 Waltersmith Waltersmith Petroman Oil Limited Nigeria	 QNB Qatar National Bank (QNB), Qatar	 Qatar Foundation Qatar	 AFRICAN UNION ADVISORY BOARD ON CORRUPTION Tanzania	 KFAS KFS Kuwait
 Reserve Bank of Malawi Malawi	 Central Bank of Nigeria Nigeria	 Ministry of Interior Kingdom of Saudi Arabia Ministry of Interior, KSA	 Mabruk Oil Company Libya	 Saudi Electricity Company KSA
 BPKH Badan Pengelola Keuangan Haji BADAN PENGELOLA KEUANGAN Haji, Indonesia	 NATO Italy	 ENI ENI CORPORATE UNIVERSITY, Italy	 GULF BANK Gulf Bank Kuwait	 General Organization for Social Insurance KSA
 Defence Space Administration Nigeria	 National Industries Group (Holding) Kuwait	 Hamad Medical Corporation Qatar	 USAID Pakistan	 STC STC Solutions, KSA
 North Oil Company North Oil company,	 EKO Electricity EKO Electricity	 OMAN BROADBAND Oman Broadband	 UNITED NATIONS UN.	 Authority for Electricity Regulation, Oman Authority for

UK Training
PARTNER

Blackbird Training Categories

Management & Admin

Entertainment & Leisure
Professional Skills
Finance, Accounting, Budgeting
Media & Public Relations
Project Management
Human Resources
Audit & Quality Assurance
Marketing, Sales, Customer Service
Secretary & Admin
Supply Chain & Logistics
Management & Leadership
Agile and Elevation

Technical Courses

Artificial Intelligence (AI)
Sustainability, ESG & Corporate Responsibility
Advanced Courses
Hospital Management
Public Sector
Special Workshops
Oil & Gas Engineering
Telecom Engineering
IT & IT Engineering
Health & Safety
Law and Contract Management
Customs & Safety
Aviation
C-Suite Training