E-LEARNING INSTRUCTIONAL DESIGN

CAREER INSIGHT

In order to better deliver quality training to their respective workforces, more and more firms are implementing online learning and training modules. These training modules aim to align skills and knowledge with organizational strategic goals and objectives using up-to-date instructional methodologies.

KEY FINDINGS

As technologies evolve, many businesses are moving training and learning sessions from physical classrooms to the online landscape, increasing overall reach and reducing on-the-job training costs. Occupations in this industry require a deep understanding of various learning strategies. Despite relatively small levels of employment, E-learning occupations are projected to grow over the next decade as businesses search for more cost-effective training and learning programs.

MOST IMPORTANT TASKS AND DUTIES

1. Assess training needs through surveys, interviews with employees, focus groups, or consultation with managers, instructors, or customer representatives.
2. Design, plan, organize, or direct orientation and training programs for employees or customers.
3. Offer specific training programs to help workers maintain or improve job skills.
4. Obtain, organize, or develop training procedure manuals, guides or course materials, such as handouts or visual materials.
5. Monitor, evaluate, or record training activities or program effectiveness.

EDUCATIONAL LEVEL BY TYPE

Bachelor’s Degree, 32%
Post-Bachelor’s Certificate, 11%
Master’s Degree, 18%

TOP SKILL SETS

Instructing
Learning Strategies
Active Listening
Speaking
Social Perceptiveness

EMLOYMENT OVERVIEW

California Annual Salary:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Annual Salary</th>
<th>Projected Growth 2012-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training and Development Specialists</td>
<td>$65,548</td>
<td>25.7%</td>
</tr>
<tr>
<td>Instructional Coordinators</td>
<td>$69,685</td>
<td>17.6%</td>
</tr>
<tr>
<td>Training and Development Managers</td>
<td>$74,371</td>
<td>20.0%</td>
</tr>
<tr>
<td>Instructional Designers and Technologists*</td>
<td>$81,550</td>
<td>17.6%</td>
</tr>
</tbody>
</table>

California:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Annual Salary</th>
<th>Projected Growth 2012-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training and Development Specialists</td>
<td>$71,775</td>
<td>21.7%</td>
</tr>
<tr>
<td>Instructional Coordinators</td>
<td>$73,266</td>
<td>15.6%</td>
</tr>
<tr>
<td>Training and Development Managers</td>
<td>$79,512</td>
<td>18.5%</td>
</tr>
<tr>
<td>Instructional Designers and Technologists*</td>
<td>$86,610</td>
<td>15.6%</td>
</tr>
</tbody>
</table>

United States:

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Annual Salary</th>
<th>Projected Growth 2012-2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training and Development Specialists</td>
<td>$64,560</td>
<td>15.5%</td>
</tr>
<tr>
<td>Instructional Coordinators</td>
<td>$64,870</td>
<td>12.5%</td>
</tr>
<tr>
<td>Training and Development Managers</td>
<td>$65,680</td>
<td>11.2%</td>
</tr>
<tr>
<td>Instructional Designers and Technologists*</td>
<td>$77,550</td>
<td>12.5%</td>
</tr>
</tbody>
</table>

* Bright Outlook - occupations are expected to grow rapidly in the next decade, will have large numbers of job openings, or are new/emerging occupations according to the U.S. Department of Labor.

KEY TRAITS

Instructing
Learning Strategies
Active Listening
Speaking
Written Expression
Critical Thinking
Time Management
Active Learning
Complex Problem Solving
Negotiation
Deductive Reasoning
Management of Personnel Resources

RELATED COURSEWORK

Human Resources Management Certificate
Advanced HR Management Specialized Studies

CE.UCI.EDU

Division of Continuing Education