

At Endurance Learning we know that as someone new to instructional design you want to be able to feel confident in your skillset and your ability to immediately add value to a learning & development role. To do that, you need someone that can help you gain the skills and experience needed to start or continue that role with confidence.

The problem is that most programs don't focus on practical skills and there are a lot of resources and technologies to navigate which leaves you wondering where to start and feeling less confident about your ability to excel in learning & development.

We know that every day you wait to get started is a potentially lost opportunity for you to make your mark on the learning and development field. We understand that the courses and resources in the field are overwhelming, and it is hard to know which sources provide the practical information that you'll be able to immediately put to use.

Why Endurance Learning?

The Endurance Learning team is filled with professionals who have navigated this same journey and found success in learning & development. We not only navigated our own journeys, but we have spent years providing practical training design services to customers, large and small, on topics ranging from eye surgery to frontline sales to building engaging and effective training sessions in a way that reduces the burden on the customer's team.

For years we have written articles to support early career training professionals; we've featured a variety of guests on our podcast to provide guidance for navigating this transition; and we've employed numerous contractors on real customer projects who were getting their first experiences in instructional design. Whether on specific projects or through our blog, we share our passion for adult learning and training.

How does the L&D Pro Academy work?

The L&D Pro Academy is a mixture of self-paced work and collaboration with instructors and your fellow learners. When you log in to the Academy, you'll be given the week's readings, asynchronous lessons, and assignments. You'll have the week to work on the assignment and submit them for feedback. The assignments will not only tie to that week's topics but will give you foundational work samples that you can refer to in the future or use as part of your portfolio.

Most weeks will include a facilitated session hosted on Zoom that will include a chance to practice or have deeper discussion on the week's topics.

During the session and after, you'll get access to office hours scheduled by our team, in roles that include:

- Instructional Designers
- Elearning Developers
- Business Development
- Quality Assurance
- Visual Designers

You'll also have access to the ongoing course community, during and after the course, that allows you to interact with course facilitators and other learners to get support and feedback.

How much does the L&D Fundamentals course cost?

We know the challenges of changing careers or being early in your L&D journey and wanted to make sure that the L&D Fundamentals course through L&D Pro Academy was affordable. The cost for the 8-week course is \$800 and includes:

- 8 asynchronous sessions and feedback from expert practitioners
- Live virtual facilitated sessions
- Access to "Ask the Expert" Office Hours
- Access to a cohort community on Slack during the course and beyond
- Discounts on all future classes offered through the L&D Pro Academy
- Free access to Soapbox during the course (\$58 value)
- Reduced price to Soapbox after the course
- Copy of *What's Your Formula? Combine Learning Elements for Impactful Training* by Brian Washburn

Curriculum

The L&D Fundamentals course covers 8 major topics and lasts 8 weeks.

Wk.	Title	Description
1	The L&D Landscape	During the first week, you'll take some time to perform a self-assessment of your current skill set to identify areas that you'd most like to focus on. You'll also take some time to scan the entire L&D landscape to see what opportunities might best suit your skill set and passion.
2	Foundations of Learning Design	Think of the best learning experience you've ever had. In week 2, you'll focus on theory and be introduced to tools to help you replicate the things that made your best learning experience so good, with every learning program you put together going forward.
3	Preparing for Instructor-led Training	Delivering effective instruction and navigating challenges that arise as you facilitate a training session involves some art and some science. Week 3 will offer you a taste of both.
4	Elearning Fundamentals	Elearning provides an opportunity to give every learner a consistent learning experience, 24/7/365. Learners can go at their own pace, but will they want to actually engage with your course? The activities in week 4 will help ensure the answer to that question is a resounding "yes".
5	Media for Elearning	Your projects may be made more effective through the use of video or animation or simply stronger visual content. Week 5 offers you an opportunity to experiment with a variety of media you may soon find useful.
6	Designing for All Audiences	Every learner deserves the right to access your content and information. This week will focus on accessibility and inclusion in your elearning design.
7	Keys to L&D Success	Being a strong training designer, alone, won't make your L&D project successful. Week 7 will offer you some help as you develop relationships with your SMEs and determine how you can know if your project was actually successful.
8	Building on Your Foundation	They say "it's not what you know, it's who you know." In this final week of the program, you'll have a chance to combine what you know with how you can leverage (and expand) who you know.