

# Sample Learning Needs Questions

## Program Needs

- What program/unit goals do we want to achieve?
- Are there current challenges that we are trying to solve?
- Are there new audience we want to reach?
- Are there technology limitations?

## Training Needs

- What skills do people need to learn?
- How will skill acquisition be measured?
- Are there tasks that people need to perform?

## Learning Needs

- What concepts do people need to understand?
- How will this knowledge help meet program goals?
- How will you measure gained knowledge?
- What will people do with the knowledge gained?

## Individual Needs

- What knowledge or skills does the individual need to acquire?
- What is the motivation of the individual to learn new skills/gain knowledge?
- Do all individuals possess the same level of skill/knowledge?



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