HR Management · HR317

APTD Certification Preparation Course

Paris · 7 - 11 Dec 2026

Date	Venue	Duration
7 - 11 Dec 2026	**Paris**	**1 Week**
Fee	Ref	Language
£5,150 GBP	**HR317**	**English**

Introduction

The Associate Professional in Talent Development (APTD) is a globally respected certification designed for early- to mid-career professionals working in training, learning, and talent development. This preparation course equips participants with the knowledge, skills, and strategies necessary to succeed in the APTD exam while strengthening their professional capabilities across key areas of talent development.

This course covers the Talent Development Capability Model, focusing on the three primary areas tested on the APTD exam: Instructional Design, Training Delivery & Facilitation, and Learning Technologies — as well as evaluating learning impact, the foundational skills of the profession, and professional practice.

Course Objectives of APTD Certification Preparation Course

Upon completing this program, participants will be able to:

- Understand the APTD exam structure, eligibility requirements, and application process.
- Master core content areas covered by the Talent Development Capability Model.
- Apply best practices in instructional design and adult learning principles.
- Demonstrate confidence in training delivery, facilitation, and use of learning technologies.
- Build a personalized study plan to prepare effectively for the APTD exam.
- Practice with sample exam questions and mock tests.

Course Methodology of APTD Certification Preparation Course

- Lectures and Expert Insights: Leading industry experts will share their insights and best practices.
- Case Studies: Analyze real-world talent acquisition challenges and solutions.
- Group Discussions: Engage in meaningful discussions and share experiences with peers.
- Role-Playing and Simulations: Practice recruitment scenarios to enhance skills.
- Hands-on Workshops: Gain practical experience in using recruitment tools and techniques.

Organizational Impact of APTD Certification Preparation Course

This training program will have a positive impact on organizations by:

- Improved training effectiveness and learning outcomes through evidence-based practices.
- Development of certified, competent L&D professionals aligned with global standards.
- Increased alignment of talent development with business strategy.
- Greater internal capacity for training design, delivery, and evaluation.

Personal Impact of APTD Certification Preparation Course

Participants will experience personal growth and development, including:

- Recognition as a skilled and certified talent development professional.
- Stronger career prospects in L&D, HR, and organizational development roles.
- Deeper knowledge of adult learning theory, instructional design, and facilitation.
- Enhanced ability to contribute strategically to talent development initiatives.
- Access to the global ATD professional network.

Who Should Attend

This training program is ideal for:

- Learning & Development Specialists
- Corporate Trainers
- Instructional Designers
- HR Professionals transitioning into L&D
- Talent Development Coordinators
- Professionals preparing for the APTD certification exam

Course Outlines

Day 1

Introduction to APTD and Talent Development Capability Model

- Overview of APTD certification and exam format
- Talent Development Capability Model and exam focus areas
- Eligibility, application, and exam logistics
- Creating a study plan and preparation timeline

Day 2

Instructional Design

- Learning needs analysis
- Adult learning principles and learning theories
- Writing learning objectives (Bloom’s Taxonomy)
- Designing content, curricula, and programs
- Storyboarding and content sequencing

Day 3

Training Delivery and Facilitation

- Facilitation techniques and trainer competencies
- Managing group dynamics and learner engagement

- Delivering training in different modalities (in-person, online, hybrid)
- Feedback and coaching during sessions
- Evaluating learner participation and adjusting delivery in real time

Day 4

Learning Technologies & Evaluating Learning Impact

- Overview of learning technologies (LMS, authoring tools, AI in learning)
- Virtual classroom tools and eLearning basics
- Kirkpatrick’s model for learning evaluation
- ROI of training programs
- Data collection and analysis for learning outcomes

Day 5

Professional Practice

- Ethics and professionalism in talent development
- Communication and collaboration with stakeholders
- Diversity, equity, inclusion, and belonging in L&D
- Time management and test-taking strategies
- Feedback and debrief

Register or ask about this course online
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