



THE INSTRUCTIONAL DESIGN ARCHITECTURE TOOL (ARC)

The purpose of the ARC is to help instructional designers create learning experiences that achieve the desired performance improvement and/or skill proficiency from their target learners and link it to real business results and ROI. Work through this template in order, from 1 to 4, and with one course, module, or learning experience at a time. (Because this is an interactive PDF, I recommend using Adobe Acrobat Reader, which you can [download here for free](#).)

Once you have completed architecting a course, evaluate it from 3 perspectives:

- Do I have the **right blend of learning experiences** for my specific learner and using the platforms and tools at my disposal.
- Do I have an **effective mix of CARES components** that will increase the likelihood of behavior change?
- Do I have **enough business success metrics** linked to the learning experience, so that I can show ROI?

1. OBJECTIVES & LEARNER REALITY

Name the course you are building or updating, identify the learning objectives, and understand your learners' reality.

TITLE	What are you going to call this module?	LEARNING OBJECTIVES	What are the core skills we want the learner to learn, master, and/or show proficiency in?	LEARNER REALITY	Who is the learner? What is their real work environment, challenges, and needs that impact how and where they learn?
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2. MICROLEARNING BREAKDOWN

Break up the content matter into the smallest standalone modules, or micromodules, and assign each to a line on the template.

3. LEARNING APPROACH OPTIONS

Select the approach, or combination of approaches, that will help you to accomplish your objectives and meet your learners where they are.

4. CONNECT TO CARES

Connect each micromodule with the appropriate CARES component(s), and with any relevant success metrics.

Micromodules	Existing Content & Format	Learner Materials	Participation Time	ILT	vILT	Video	Games	Gamification	Virtual Reality	eLearning Courses (Custom or OTS)	Video-Role Play	Quiz/Knowledge Check/Assessment	Other?	CARES Learning Effectiveness Framework	Success Metrics (if applicable)
How can you break up the content into its smallest standalone pieces?	What existing content do you already have, and in what format (by micromodule)?	What content do you want to add to a participant guide or playbook (by micromodule)?	How long will it take a learner to complete this micromodule?	Instructor-Led Training (Live in- Person)	Virtual ILT, Webinar, Virtual Classroom	Animation, Motion Graphics, Reality/Live Action, Talking Head, Expert Interviews, Storytelling, Virtual Tours, POV/1st Person, Scenario-Based, Combo...	Jeopardy!®, Wheel of Fortune®, etc.	Gamification platform that includes journeys, dashboards, badges, rewards, challenges, games, etc.	Simulations & Scenarios, headset or any screen	Asynchronous, Self-Paced, "Click-Through"	Asynchronous Video-Based Practice and/or Coaching	Asynchronous Proficiency Test	AR, Podcasts, Asset Library, Social Learning	C - Content & Curation A - Application & Accountability R - Reflection, Reinforcement, Routine E - Evaluation S - Socialization & Sharing	What are the metrics you can use to measure the success of this learning experience?

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