

THE INSTRUCTIONAL DESIGN ARCHITECTURE TOOL (ARC)

PURPOSE:

The purpose of the ARC is to help instructional designers create Learning Experiences (LX) that achieve the desired performance improvement and/or skill proficiency from their target learners, and also link it to real business results and ROI.

INSTRUCTIONS:

1. Work on only ONE course, module, or LX at a time.
2. Work through the ARC in ORDER, from 1 to 4.
3. Assess the completed LX design for efficacy.

1. CLARITY & ALIGNMENT

LX TITLE	What are you calling this LX?	
LX DESCRIPTION	What is it for? Why?	
LEARNING OBJECTIVES	What are the core skills you want the learner to learn, master, and/or show proficiency in?	
LEARNER REALITY	Who is the learner? What is the real work enviuronment, challenges, and needs that impact how and where they learn?	
ORGANIZATIONAL ALIGNMENT	What organizational strategies or goals is this aligned to?	

2. MICROLEARNING BREAKDOWN

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

[illegible]

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.

[illegible]

2. MICROLEARNING BREAKDOWN

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

Micromodules	Existing Content & Format	Learner Materials	Participation Time
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?

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.





ILT	vILT	Video	Games	Gamification	Virtual Reality	eLearning Courses (Custom or OTS)	Video-Role Play	Quiz/Knowledge Check/ Assessment	Other?
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
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4. CONNECT TO CARES

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

CARES Learning Effectiveness Framework	Success Metrics (if applicable)
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?

5. EVALUATE FOR EFFICACY

- ☐ **ORG. ALIGNMENT**  Is this LX aligned to the organizations strategy and/or goals?
- ☐ **USER EXPERIENCE**  Is this LX optimized to engage and change your target learner?
- ☐ **SUCCESS METRICS**  Is this LX clearly linked to business metrics that can be used to demonstrate ROI?
- ☐ **LEARNING EFFICACY**  Is this LX designed for learning effectiveness? (Take the **CARES Assessment** to find out)