Designing a training course: from objective to assessment

Équipe L’Akadémie · 2026-10-27

Five steps to build a clear, useful and assessable course.



1. Start from the need

Who are the learners, what skills gap do we want to close, in what work context?

2. Write observable objectives

A good objective starts with an action verb: “write”, “configure”, “analyse”. It describes what the learner will be able to do at the end.

3. Build the progression

Alternate short theory with hands-on practice. Each sequence has a duration, a teaching method and an assessment.

4. Plan the assessment

Assess at entry (positioning), during (exercises) and at exit (scenario, quiz). Assessment must match the announced objectives.

5. Measure and improve

Collect immediate satisfaction and results, then adjust the programme. This improvement loop is at the heart of Qualiopi.

Original article : https://akademiedudigital.com/en/blog/training/designing-a-training-course