Learning Launch
Learning Path Organization Examples

When designing your learning paths, we recommend organizing them by audience or course in order to simplify the process. Some approaches may be preferable depending on your specific plan or training population size. Please read the following example scenarios below to further understand some of the different ways you can design your institution's learning paths.

Please Note: All courses in your learning path must have a training requirement. Learning Paths may not contain optional training courses. You are welcome to create or adjust paths as new training needs emerge. Typically we turnaround requests for changes within 48 hours.

Example Scenario 1

Training Goals:
- All students will take Know Your Limit: Alcohol
- All students will take Impressions

Option 1: Organizing learning paths by audience (OPTIMAL)

	Course(s)	Assigned Audience
Learning Path 1	1. Know Your Limit: Alcohol 2. Impressions	All students

Option 2: Organizing learning paths by course

	Course(s)	Assigned Audience
Learning Path 1	1. Know Your Limit: Alcohol	All students
Learning Path 2	1. Impressions	All students

Tips:
- Bulk upload enables assignment of multiple learning paths at the time of account creation, while self-registration is limited to a single learning path.
- Training initiatives requiring learners to be assigned to multiple learning paths can be conducted using self-registration; however, you will be responsible for looking up each learner's account and manually enrolling them in additional learning paths. For this reason, assigning multiple paths is not recommended for large training initiatives.

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Example Scenario 2

Training Goals:
- All employees will take Protecting Children: Identifying & Reporting Sexual Misconduct
- All supervisors will also complete Avoiding Supervisory Pitfalls

Option 1: Organizing learning paths by audience

	Course(s)	Assigned Audience
Learning Path 1	1. Protecting Children: Identifying & Reporting Sexual Misconduct	All employees **EXCEPT** supervisors
Learning Path 2	1. Protecting Children: Identifying & Reporting Sexual Misconduct 2. Avoiding Supervisory Pitfalls	All supervisors

Option 2: Organizing learning paths by course

	Course(s)	Assigned Audience
Learning Path 1	1. Protecting Children: Identifying & Reporting Misconduct	All staff **AND** supervisors
Learning Path 2	1. Avoiding Supervisory Pitfalls	**ONLY** supervisors

Tips:
- If you have a large population of supervisors, Option 1 may be preferable as managing separate learning paths for staff and supervisors is likely to be easier.
- Because learning path assignments can be changed at any time, either option would enable you to enroll a newly promoted supervisor into the additional course.
- Learners can only self-register for a single learning path; however, learners can be assigned to multiple learning paths when bulk uploaded.
- An administrator may also assign additional learning paths to individual learners.

Example Scenario 3

Training Goals:
- All staff will take Protecting Children: Identifying & Reporting Sexual Misconduct
- All students will take Impressions
- Student-athletes will also take Concussion Awareness

Option 1: Organizing learning paths by audience

	Course(s)	Assigned Audience
Learning Path 1	1. Impressions	All students **EXCEPT** student athletes
Learning Path 2	1. Impressions 2. Concussion Awareness	**ONLY** student athletes
Learning Path 3	1. Protecting Children: Identifying & Reporting Sexual Misconduct	All Staff

Option 2: Organizing learning paths by course

	Course(s)	Assigned Audience
Learning Path 1	1. Impressions	All students **INCLUDING** student athletes
Learning Path 2	1. Protecting Children: Identifying & Reporting Sexual Misconduct	All Staff
Learning Path 3	1. Concussion Awareness	Student athletes

Tips:
- If you are requiring a large population to train on one course and requiring a small subset of that group to complete an additional course, a secondary learning path with the additional course (Option 2) may be preferable.
- The secondary learning path can be manually assigned to those subset of learners without the larger population seeing courseware they are not required to complete.
- **All learners are still included as part of their primary cohort (staff or student).**