Effective Training Structure:
In order to ensure that a training program is effective and meets the business requirements, the following conditions need to be considered:

- Learning objectives are identified prior to training design - what and who are we training?
- Learning outcomes are identified prior to training delivery - what will they know con completion of training
- Evaluation of training program to ensure that it aligns with the business needs - how do we design and deliver this training better?

An adhoc approach to training can have negative effects on learning outcomes as well as result in a financial burden due to the fact that it does not produce satisfactory return on investment.

An example of such a scenario would be the implementation of a mining haul truck computer based simulator driver training program for new recruits to the business. Without the correct training needs analysis, this could prove unsuccessful if computer literacy was not listed as a desirable or essential job requirement. Therefore, this training style would not prove cost effective or efficient for the business. It could be beneficial if this driver training were complimented by classroom based and practical driver training.