

EVALUATION ON EFFECTIVENESS OF TRAINING



Workshop Content

This workshop is designed to equip all trainers and programme evaluators on practical and proven model for increasing training effectiveness through evaluation. This is an ideal follow up session following the "Train the Trainer" programme, which focuses mainly on the key aspect of evaluation in a training cycle.

Target Group

Designed for trainers, training or L&D managers who wish to undertake a structured evaluation and to conduct validation on candidate's assessments and to assess participants ROI after training.

Special Point of Interest

- Provide skills in evaluating programmes and validating assessments.
- The training is workplace-focused and guaranteed to add value to your effectiveness at work.
- Raises professional expertise in evaluating training using the L. Kirpatrick Model.
- Focuses on measuring business performance and Return of Investment (R.O.I.).
- There will be practical evaluation sessions to enable you to develop the formal evaluation skills.

COURSE CONTENT

3 DAYS COURSE

DAY 1

Introduction to Evaluation

- Key Evaluation & Assessment Concepts
- Evaluating Process in the Training Cycle
- Models in Planning an Evaluation

DAY 2

Models in Evaluation

- Level 1 - Reaction
- Level 2 - Learning
- Level 3 - Behavioural Change
- Level 4 - Results

Measuring Business Performance

- Level 5 - R.O.I.

DAY 3

Methods of Monitoring the Assessment Process

- Areas to be Monitored
- Devising Assessment Tools for Monitoring
- Record Training Data

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