

Measuring Training Results

There are lots of good reasons to offer training, and even more reasons to participate and take training. But there is also an accountability element, where we ask ourselves:

- What was the value of that training?
- Did we meet the objectives that were set out?
- Did the training bring about some kind of lasting change in behavior?

In this one-day workshop, we'll explore the essential elements in evaluating training and measuring results, while creating a process that is simple for trainers and human resource practitioners to implement.

This workshop will help you teach participants how to:

- Identify the most effective methods of training evaluation
- Describe the steps required in the essential elements of measuring training results
- Tie training measurements back to the original training objectives
- Explore the most effective methods to report training results, including a return on investment

Course Overview

You will spend the first part of the day getting to know participants and discussing what will take place during the workshop. Students will also have an opportunity to identify their personal learning objectives.

Setting the Framework

To begin the course, we will explore the three key aspects of the evaluation framework: identifying what you will measure, choosing how you will measure it, and bringing everything together into an evaluation strategy.

Pre-Assignment Review

In this session, students will consider strategies for active learning.

Kirkpatrick's Evaluation Model

This session takes an in-depth look at Donald Kirkpatrick's four-stage evaluation model. Program testing and evaluation techniques will also be covered.

The Return on Investment

Next, participants will learn how to calculate the return on investment from training and perform a cost-benefit analysis.

Presenting Training Results

The final session will give participants some tips on presenting results to stakeholders.

Workshop Wrap-Up

At the end of the course, students will have an opportunity to ask questions and fill out an action plan.