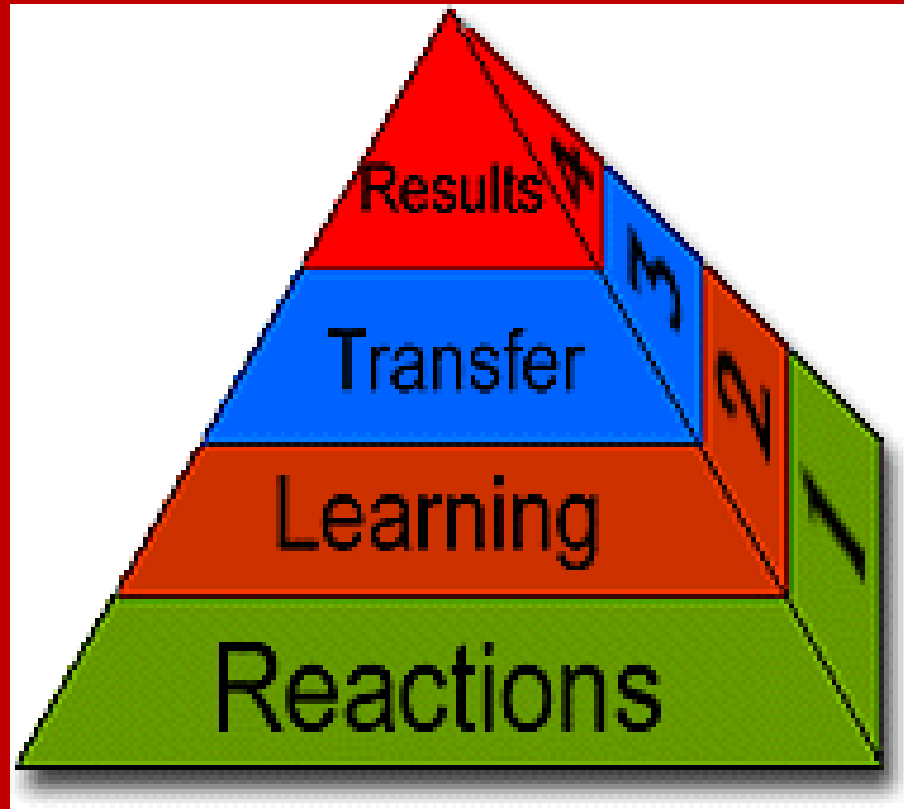
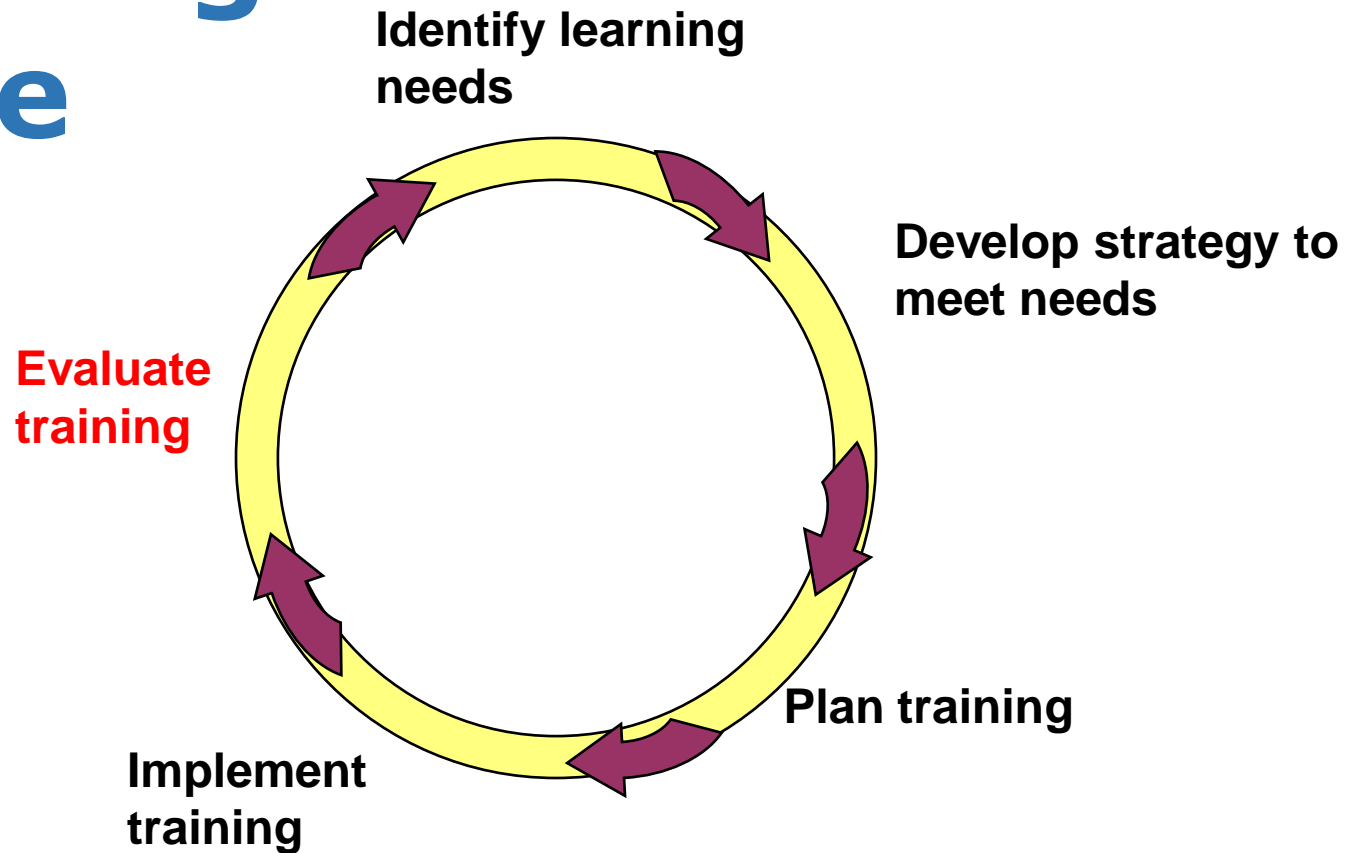




Evaluating Training

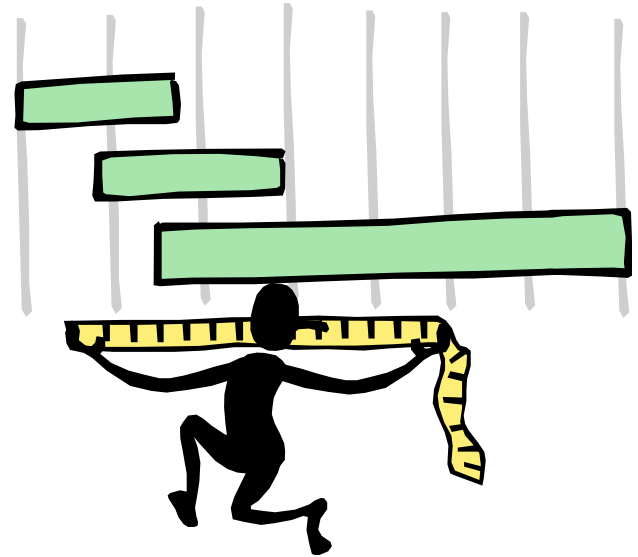


The Training Cycle



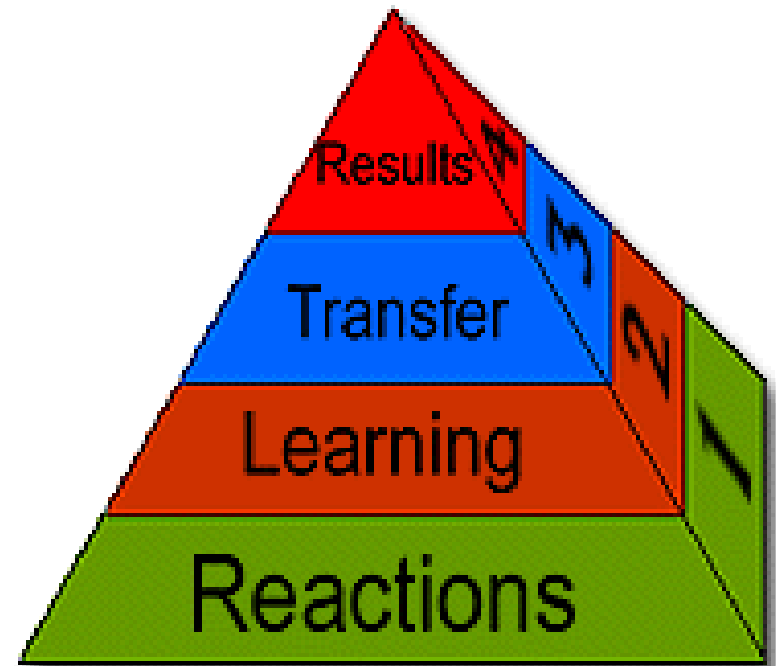
Evaluating training CIDT

...the measurement
of outcomes against
intentions;
whether aims and
objectives are
achieved.



Kirkpatrick's model of training evaluation

- **Results** - effects on the organisation
- **Transfer** – improved performance by the individual trained
- **Learning** – increase in knowledge or capability
- **Reactions** – what they thought of the training



Kirkpatrick's model modified

... harder attribution



Evaluating training

*the measurement
of outcomes against intentions;
whether aims and objectives are achieved*

- trainee learning - assessment
- trainer - self-evaluation
- the training programme - programme evaluation and impact assessment