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## **College Africa Group - 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

### **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.

### **Contact**

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