

Assessing Training Value

May 17, 2011



Project Summary

A comprehensive assessment tool framework comprised of four parts (see deliverables listed below). When combined, they will assist the agency in determining the Return on Expectation of their Professional Development Programs.

A pre-learning activity assessment will be provided to the supervisor prior to the learning activity. A second assessment will be administered immediately following the learning activity. A third and fourth assessment will be administered to the supervisor and the participant between three and six months after the completion of the learning activity.

Project Goal

A comprehensive assessment tool framework comprised of four parts (see deliverables listed below). When combined, they will assist the agency in determining the Return on Expectation of their Professional Development Programs. A pre-learning activity assessment will be provided to the supervisor prior to the learning activity. A second assessment will be administered immediately following the learning activity. A third and fourth assessment will be administered to the supervisor and the participant between three and six months after the completion of the learning activity.

The following assessment tools will be developed:

- A pre-learning activity assessment (for supervisors)
- A learning activity assessment (for participants)
- A post-learning activity assessment (for supervisor)
- A post-learning activity assessment (for participants)

Project Benefits

In the late 1950's, Donald L. Kirkpatrick published his theory of evaluating training. His foundational principles use the four levels of training outcomes to unify learning and business functions. The four levels of training outcomes are:

Level 1: Reaction (participants react favorably to the learning event)

Level 2: Learning (participants acquire the intended knowledge, skills and attitudes based on their participation in the learning event)

Level 3: Behavior (participants apply what they learned during training when they are back on the job)

Level 4: Results (targeted outcomes occur as a result of learning events and subsequent reinforcement)

In order to evaluate whether the expected results were achieved, based on predetermined expectations by the supervisor, an assessment framework is needed to measure the learned behavior is being applied. The purpose of this project is to provide a framework by developing a series of tools to be administered to both participants and their supervisors at multiple intervals.

Project Team

For more information about this project, contact team members

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