

# Self Evaluation

Evaluating Training Programs  
FAS/SOLAS/ETB's

What do you think of the Course?



# Is your program effective?

- ▶ 1. Determine needs
- ▶ 2. Setting objectives
- ▶ 3. Determining subject content
- ▶ 4. Selecting participants
- ▶ 5. Determining the best schedule
- ▶ 6. Selecting appropriate facilities
- ▶ 7. Selecting appropriate teacher/instructor
- ▶ 8. Selecting and preparing Training aids
- ▶ 9. Co-ordinating the program
- ▶ 10. Evaluating the program

# DONALD L. KIRKPATRICK

## *The four levels of Evaluation*



**Kirkpatrick Levels of Training Evaluation**

## *Reactions*

- ▶ Customer Satisfaction
- ▶ Get Honest Responses
- ▶ Take Appropriate Action

# *Learning*

- ▶ Did Learners: change attitudes, increase knowledge, increase skills.
- ▶ Evaluate knowledge, skill, attitudes before and after training.
- ▶ Take appropriate Action

# *Behaviour*

- ▶ This is extremely difficult to Evaluate
- ▶ Allow time for behaviour to take place
- ▶ Repeat evaluation at appropriate times during the program if possible
- ▶ Evaluate before and after the program if possible
- ▶ Take appropriate action

# *Results*

- ▶ What tangible benefit have the learners gained by participating on the program?
- ▶ Did the learners change due to attendance on the program?
- ▶ What are the measurable outcomes?
- ▶ Certification Achieved
- ▶ Progression to a higher level course
- ▶ Gaining Employment
- ▶ Take appropriate action



# *R.O.I.*

- ▶ What tangible benefits did the program provide for the investor?
- ▶ The State
- ▶ The Employer
- ▶ Paying Student

# QUESTIONS

- ▶ Des Murphy
- ▶ Training Functions Support Officer (ETBI)