

Training Measurement and Evaluation Certification Program

Course Description

Training measurement and evaluation is both an art and a science. In this comprehensive certification program, participants will delve into the planning of assessing the value of learning initiatives using the Learning Measurement Plan (LMP). Through a blend of theoretical insights and practical applications, learners will uncover the significance of training evaluation within the training cycle, categorize data sets based on Kirkpatrick's Four Levels of Evaluation Model, and learn about the types of information that goes into creating insightful training evaluation reports.

Our course methodology, rooted in andragogy theory and bolstered by best practices in virtual facilitation, ensures an engaging and effective learning experience. Whether you're a seasoned professional seeking to refine your skills or a newcomer eager to learn more impactful training measurement, this program equips you with the tools and knowledge needed to excel in the field of talent development.

Learning Objective

Terminal Objective:

At the end of this program, participants will measure the value (costs & benefits) of a learning program using the Learning Measurement Plan (LMP).

Enabling Objective:

- Identify Key Performance Indicators (KPIs) that truly measure training effectiveness.
- Implement robust evaluation methodologies to track ROI and impact.
- Pinpoint areas for improvement and optimize your training initiatives.
- Stay ahead of the curve with measurement techniques and best practices.

Course Content Outline

Day 0

- Prerequisite: Training Fundamentals and/or Pre-assessment

Day 1

- Overview of training evaluation
- Benefits and challenges of training evaluation in the training cycle
- Roles in training evaluation
- Phases of training evaluation
- Kirkpatrick 4 levels + PSTD Framework
- Data gathering methods and instruments
- Data sampling
- Types, development, and deployment

Day 2

- Putting together an LMP
- Beyond L4: ROI + CBA
- Simple ROI/ CBA samples
- Writing, summarizing, and presenting a training evaluation report.
- Data visualization samples
- Best practices in presenting.

Day 3

- Overview of training evaluation
- Benefits and challenges of training evaluation in the training cycle
- Roles in training evaluation
- Phases of training evaluation

Day 4

- Summative assessment through LXP

Lastly, this training program follows the andragogy theory, best practices in virtual facilitation, and other tested and proven learning theories.