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# Training Evaluation

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Are you looking to get a return on investment from your training budget?

And how do you know that you have?

Are you monitoring the quality of your trainers and giving them constructive feedback?

Do you have a culture and mindset that facilitates transfer of learning?

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We will work with you to review your current training and development strategy and define the benefits that are to be realised from development interventions. We will support you in aligning the strategy with the business plan and identifying how the benefits may be measured and quantified.

The scope can include

- Audit of your current training strategy and development programme
- Introduction of all 4 levels of the industry standard Kirkpatrick evaluation model
- Informing the ongoing quality assurance of your training
- Informing new configurations of training design
- Identifying professional standards
- Identifying shortfalls in training that may need to be addressed on-the-job
- Monitoring diversity & individual difference factors, informing HR Policy
- To measure Return on Investment (ROI) of training against the business case
- Producing data sets that can be manipulated to address emerging evaluation questions

To get the maximum value from your training budgets you need to invest them wisely and check that they deliver real benefits for your staff and your organisation.

By working with our experts we can share best practice and toolsets and leading edge academic research to enable you to maximise performance.

Activities we may undertake include:

- Review of existing approaches to training and evaluation
- Consulting with stakeholders to establish Key Performance Indicators (KPI's)
- Design of evaluation forms and evaluation processes
- Use of statistical software to capture and manipulate training data
- Analysis of individual differences that may influence the impact of training
- Alignment of training evaluation with wider HR policies and practices, including recruitment and selection
- Introduction of mentoring and coaching to facilitate transfer of learning
- Measurement against academic models such as Kirkpatrick

**BASIS** approach to training evaluation adds value through:

- Ensuring that you get **value-add** from the training budget
- Improving the **quality** of the training
- Helping you **performance manage** training professionals
- Developing new configurations of training design
- Understanding the factors influencing transfer of learning
- Providing senior managers with credible, rigorous and tangible **evaluation**
- Demonstrable ROI on training spend

## Case Study

### Highways Agency Training Evaluation

This is a unique and high profile live study which applies training evaluation research and practice to a major change programme within the Highways Agency (HA). The role of Occupational Psychology is key in this project as the contract was awarded on the basis that current research and practice would be utilised to ensure that the organisation would understand whether their training has been effective and whether it has been worth the investment.

Within HA, the Traffic Management Organisation (TMO) is unique, new, and operates in a safety critical environment. The performance standards and failures in performance of staff in the TMO will have a direct and major impact on the travelling public as end customers of the organisation, and the police service as primary stakeholders.

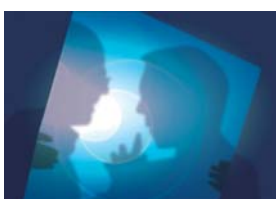
The method utilised data about all aspects of the training & potential non-training effects on performance outcomes through questionnaires, diary studies & focus groups. Rigorous statistical analysis presented the client with invaluable data on return on investment.

For more details on this service and the full suite of **BASIS** offerings please do not hesitate to get in touch at:

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