



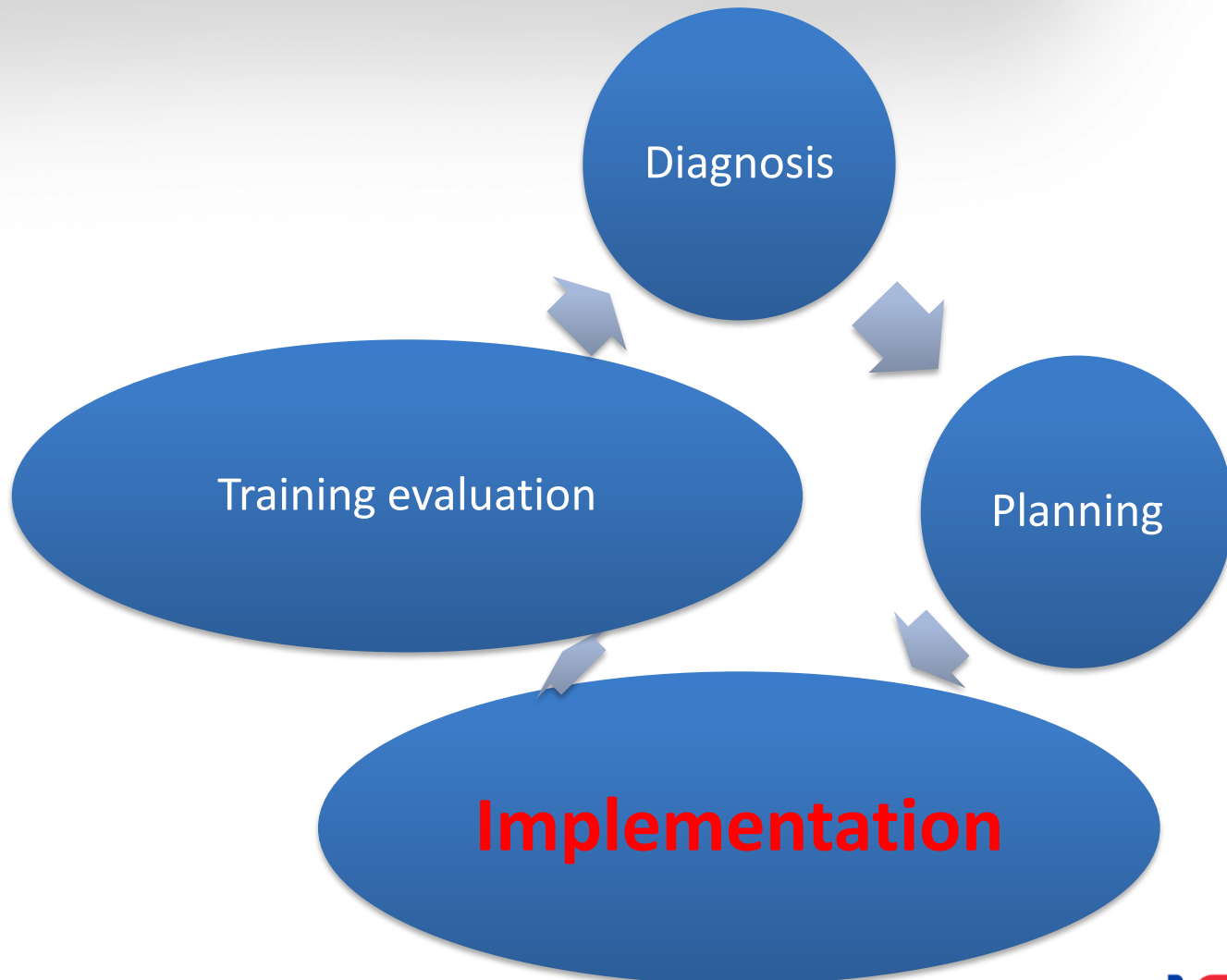
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Promoting youth employment in remote areas in Jordan -(Job Jo)  
598428-EPP-1-2018-1-JO-EPPKA2-CBHE-JP



# Training cycle



➤ Pedagogical  
Monitoring



➤ Training  
Regulation





- Technical supervision

# Training cycle



# Assess training



What should we  
evaluate?

The new knowledge

The new skills

When should we evaluate?

During the professional training (throughout the training and at the end);

When trainees are already at their jobs

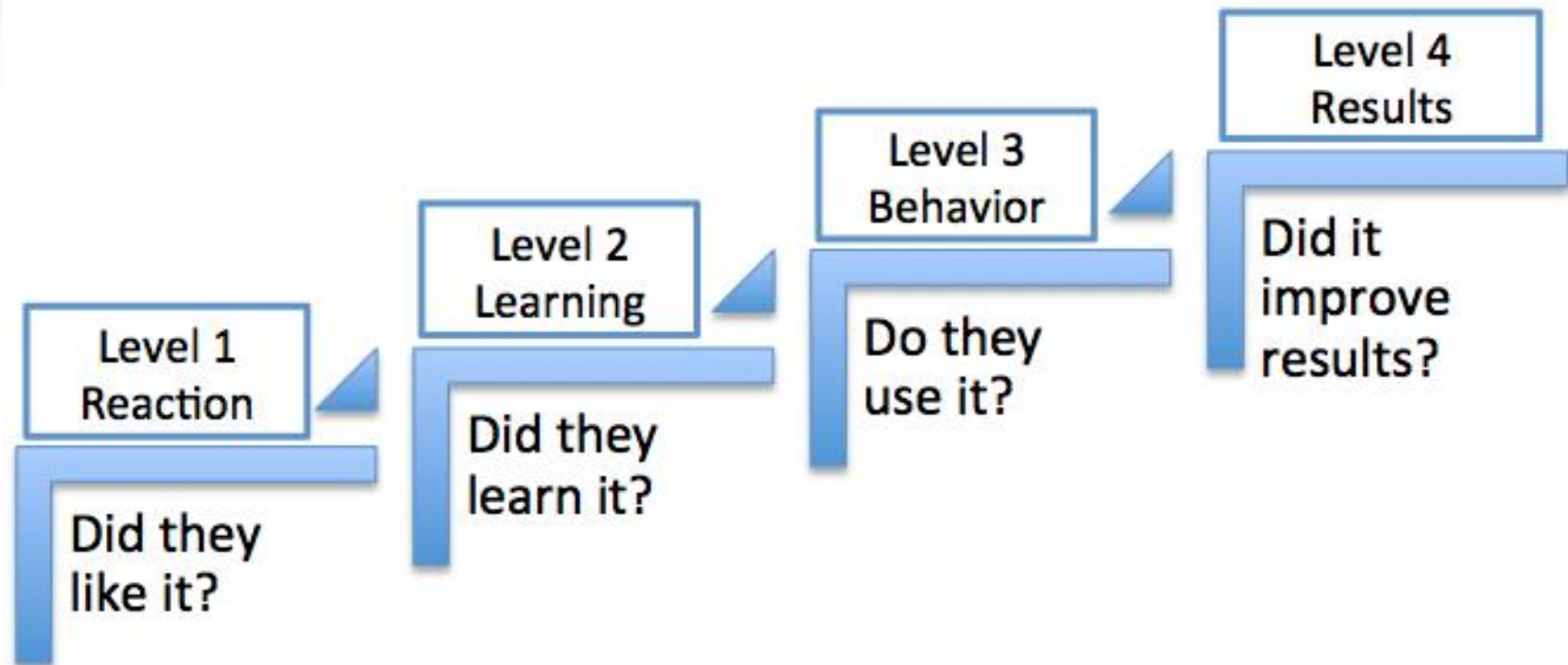


How should we  
evaluate?

In different ways  
depending on  
whether the trainee  
is on the course or  
the trainee is already  
at the job

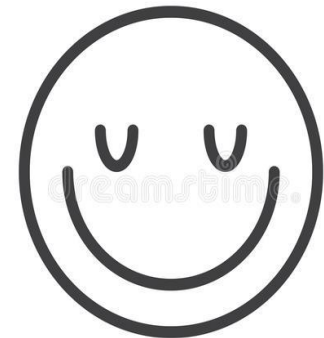
The Kirkpatrick Model is probably the best known model for analyzing and evaluating the results of training.





# Level 1 - Reaction

Intends to evaluate the reaction of the trainees regarding to the training (if they liked it or not)



# Level 1 - Reaction



Trainee  
reactions

- Relevance of course or module;
- Adequacy of objectives,
- Adequacy of the program to the objectives
- Effectiveness of course training materials

# Level 1 - Reaction



Trainee  
reactions

- Stronger and weaker features of the course,
- Adequacy of the facilities,
- Timing or length of the course or module,
- Effectiveness of the instructor(s),
- Suggestions and comments.

Rate the extent to which you agree or disagree with the following statements:

	Strongly Disagree	Somewhat Disagree	Neither Agree nor Disagree	Somewhat Agree	Strongly Agree
I was satisfied with the course overall.	1	2	3	4	5
This course enhanced my knowledge of the subject matter.	1	2	3	4	5
The course was relevant to what I might be expected to do to (prevent, prepare for, or respond to) an emergency.	1	2	3	4	5
This course provided content that is relevant to my daily job.	1	2	3	4	5
I would recommend this course to others.	1	2	3	4	5

S.No	Contents	Excel- lent (5)	Very- Good (4)	Good (3)	Poor (2)	Very poor (1)
1.	Content of the course					
2.	Time allotted for the course					
3.	Quality of the material provided					
4.	Instructor's knowledge about the subject					
5.	Illustration by practical examples					
6.	Presentation methods					
7.	Communica- tion Skills					
8.	Questions handling					
9.	Interaction of the trainer with the trainees					



# Level 2 - Learning

This level aims to determine if there was, in fact, the learning of new knowledge, new skills, new ways of doing .....



# Level 2 - Learning



Level 2 of the Kirkpatrick training evaluation model is designed to measure the extent to which training program participants have improved their knowledge and skills as a result of the training.

# Level 2 - Learning



Individual works

Group work

Exams

Exercises

Simulations

.....

Tools to assess  
learning

# Level 3 - Behavior

This level aims to verify if the trainee applies what he / she learned during the training in the workplace.



# Level 3 - Behavior



Kirkpatrick Level 3 evaluations are intended to assess the degree to which participants apply to their daily job skills learned during training.

Level 3 evaluations are intended to assess behavior change in the field setting.

# Level 3 - Behavior



This level analyzes the differences in the participant's behavior at work after completing the program.

Assessing the change makes it possible to figure out if the knowledge, mindset, or skills the program taught are being used the workplace.

# Level 3 - Behavior



This level aims to verify if the trainee applies what he / she learned during the training in the workplace.

# Level 3 - Behavior



- Observations;
- Interviews;
- 360-degree feedback is a tool that many businesses use;
- Self-assessment;
- Evaluation by the hierarchical superior

Examples of assessment resources and techniques for level three



# Level 4 - Impact

Evaluates business changes that are the result of training.



# Level 4 - Impact



Level 4 intends to determine the organizational impact occurred due to training participation.

# Level 4 - Impact



- Productivity;
- Sales amount;
- % of product rejected;
- Customer portfolio
- Claims

Examples of assessment resources and techniques for level four

# The role of the BSNB



# Level 1



- BSNB must build a questionnaire to be applied at the end of all courses.
- BSNB must process data from questionnaires.
- BSNB must establish improvement processes based on the results.

# Level 2

- BSNBs must require trainers to carry out a continuous or final assessment of each trainee.

- BSNBs must at least construct a self-assessment questionnaire, which they must apply to each trainee, so that each one can assess to what extent she/he applies what he learned in training at work.

# Level 4

- Level 4 is difficult to assess by a training center.





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