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Program Outlines:

Module 4: Training Evaluations & ROI

Training Focus: Not only building the measurement and evaluation strategy into the design, development, delivery, and implementation of programs, but also linking data and training evaluation results to organizational goals and strategies from the outset.

1. Theories and Types of Evaluations
 - a. Purpose and Benefits of Training Evaluation
 - b. Formative vs. Summative Evaluation
 - c. Donald Kirkpatrick's Four Levels of Evaluations
 - d. The Philip's ROI Methodology
 - e. The Balanced Scorecard Approach
 - f. Meta-Evaluation Methods
2. Statistical Theory and Methods
 - a. Measures of Central Tendency (Averages)
 - b. Frequency Distributions
 - c. Correlation
 - d. Statistical Inferences and Hypothesis Testing
 - e. Confidence Intervals
3. Analysis Methods
 - a. Uses of Analyses
 - b. ROI Analysis
 - c. Cost-Benefit Analysis
 - d. Benefit-Cost Ratio (BCR)
 - e. Return on Expectations (ROE)
4. Learning Analytics
5. Interpretation and Reporting of Data

