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| **Evaluation level and type** | **Evaluation description and characteristics** | **Examples of evaluation tools and methods** | **Relevance and practicability** |
| **2. Learning** | **Learning evaluation** is the measurement of the **increase in knowledge, skills, and competencies** from before to after the learning experience:Did the trainees learn what was intended to be delivered through the training?Did the trainees experience what was intended for them to experience?What is the extent of advancement or change in the trainees after the training, in the direction or area that was intended?Did the training reach its learning objectives?Exams, interviews or assessments prior to and immediately after the training.Observations by peers and instructors | Typically assessments, tests, interviews, exams before and after the training.Assessments don’t need to be formal evaluations, but can take the form of a simulation, practical exercises, group assignment or presentation, problem solving, etc.Interview or observation from peers and trainers. Methods of assessment need to be closely related to the aims of the learning.Measurement and analysis is possible and easy on a group scale.Reliable, clear scoring and measurements need to be established, so as to limit the risk of inconsistent assessment.Hard copy, electronic, online or interview style assessments are all possible.Strategies for assessment should be relevant to the goals of the training program.A distinct clear scoring process needs to be determined in order to reduce the possibility of inconsistent evaluation reports. | Relatively simple to set up, but more investment and thought required than reaction evaluation.Highly relevant and clear-cut for certain training such as quantifiable or technical skills.Less easy for more complex learning such as attitudinal development, which is famously difficult to assess.Cost escalates if systems are poorly designed, which increases work required to measure and analyze. |
| *Source: Businessballs, Donald L Kirkpatrick's training evaluation model - the four levels of learning evaluation,* [*https://www.businessballs.com/facilitation-workshops-and-training/kirkpatrick-evaluation-method/*](https://www.businessballs.com/facilitation-workshops-and-training/kirkpatrick-evaluation-method/) |