

Find Out If Your Training Is REALLY Working

Is your company's training as effective as you need it to be? Are your employees applying their new learning in ways that are making a difference to your organization? How do you know for sure?

Most training professionals today recognize the potential value of conducting Level 3 and 4 evaluations of their training programs, yet very few actually do it. Why? It's costly... it's time-consuming... it's difficult... right? *Not necessarily.*

With ILG's Impact Evaluation, you can find out what kind of impact your training is having – on your employees, on their departments, and on your organization's bottom line. Our rapid, affordable process offers a practical approach to evaluation that can yield powerful evidence of your training's impact.

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What It Is

Traditional approaches to evaluation try to isolate the effect of the training alone. But with the Impact Evaluation process, we don't just evaluate the "training." We also look at the overall performance support system to identify all the factors that may be enabling or hampering the transfer of new learning (such as how well supervisors and managers support and encourage training). And we develop case studies of participants who have applied their new learning in meaningful, measurable ways.



How It Works

We first send a short Web-based survey to all (or a sample) of the participants to identify those who report high, moderate, and low success in applying the training on the job. We then conduct telephone interviews with a sampling of participants in each category to learn how they have applied the training. This allows us to uncover rich examples of the results participants have been able to achieve and to identify the factors that may be influencing application of training on the job.



Why It's So Powerful

With the Impact Evaluation process, you'll get persuasive, quantifiable data and compelling stories about how your training is leading to measurable impact. And you'll get sound advice about what you can do to increase that impact – to generate even more examples of bottom-line results.



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