#### The Kirkpatrick Model of Evaluation for Training

# Level 1

Reaction

'Happy sheets', Feedback forms, Verbal reactions, Post-training surveys or Questionnaires

### Level 2

Learning

Pre and post training comparison via assessments, test, interview or observation before and after the training

# Level 3

Behaviour

Observation and comparison over time are required to assess change, relevance of change, and sustainability of change via interview, assessment, test etc.

### Level 4

Results

Use business
measures that are
already in place to
identify Key
Performance
Indicator changes
over time including
Business,
Management and HR
reporting

See guidance on how to develop a staff training plan on nibusinessinfo.co.uk: <a href="https://www.nibusinessinfo.co.uk/content/develop-staff-training-plan">https://www.nibusinessinfo.co.uk/content/develop-staff-training-plan</a>