



Level being evaluated

Data Collection Methods*

	Learning Management and Registration System	Daily Feedback Survey	End-of-Course Survey	Follow-up Survey (30-90 Days)	Knowledge Assessment (Pre/Post)	On/Off-Job Rubric (Pre/Post)
Level being evaluated	Level 1 Participation	Level 2 Perceptions	Level 2 Perceptions Level 2 Knowledge Assessment	Level 2 Knowledge Assessment Level 4 Test (Demonstration) Level 5 Test (Transfer) Level 6 Knowledge Impact	Level 2 Knowledge Assessment	Level 4 Test (Demonstration) Level 5 Test (Transfer)
What/When information is collected	Subscribed at the conclusion of each course and as needed for other reporting needs	Administered each day for each day course, except last day	Administered on the last day of each course	Administered 2-3 months after course ends	Administered before (pretest) and after (post-test) two 30-minute training	Administered during training (e.g., simulations) and after training (e.g., during on-the-job assignments)
What information is collected	Registration data (individual, course, and learning level) Number of courses offered Number of learners attending individual courses, and overall overall Learner demographics	Learners' engagement with, and perceptions of, the training Learners' self-reported learning, and feedback about the training	Learners' feedback on course effectiveness Learners' perception of curriculum relevance Learners' self-reported knowledge and skill acquisition Learners' intention to use new knowledge and skills on the job Learners' feedback on the course overall	Learners' skill and knowledge transfer to the job Impact of the training on learners' job satisfaction, feelings of competence to do their job	Learners' knowledge acquisition and retention	Learners' skill acquisition and demonstration Learners' skill and knowledge transfer to the job
Evaluation questions	How many courses were offered? How many learners attended? What are the learner demographics?	To what extent are learners engaged? What were learners' reactions to the training? What suggestions do learners have about the course?	To what extent are learners engaged? What were learners' reactions to the training? To what extent do learners report new knowledge acquisition? To what extent do learners feel confident in how to put the new knowledge and skills? What suggestions do learners have about the course?	To what extent do learners intend to transfer job satisfaction or competence related to their work as a result of the training?	To what extent are learners engaged and retain the intended knowledge?	To what extent are learners able to demonstrate skills and knowledge acquired during the training? To what extent are learners able to apply the acquired knowledge and skills on the job?

*These collection methods or systems described above could be used broader beyond Level 1 and not being described.

*Note: To be developed, some or all system components may need to be developed. The document will be updated continuously to reflect updates and changes.

Survey content developed and reviewed by the LMS, with follow the [Learning Unit Analysis Process](#).

Methods Associated Tools For The Infor

Lauren Gardner



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