## Kirkpatrick’s Learning Evaluation Model

Kirkpatrick’s learning evaluation model has been used for more than 50 years.

*“If the trainees do not apply what they learned, the program has been a failure even if learning has taken place”* / Donald Kirkpatrick

### Kirkpatrick’s Four Levels

The Kirkpatrick learning model encourages us to evaluate learning on four levels:

1. **Reaction.** Did participants enjoy the training?
2. **Learning.** Did participants learn?
3. **Behaviour.** Did the participants apply their learning in real life?
4. **Results.** Did the intended improvement occur? (What did the change in behaviour lead to?)

### Some ways of evaluating learning

* Observation
* Interviews/consultation
* Third party evaluation/consultation
* Pre and post tests
* Follow-up training as a Training of Trainers – participants get to practice what they have learned by sharing with others