



Training Workgroup Kickoff Meeting April 13, 2011

C & E WORK TEAM :

Michele Kropilak- Project Manager & Land Use

Jonathan Berg -UST

Rich Paull – Water

Bret Reburn- Hazardous Waste

Larry Si – Air

Terri Slack –Pesticides/Solid Waste



Purpose/Background

- Why are we here? Transformation of C&E
- Training/education was selected as one of the three key systems to transform within C&E
- Goal is to improve/innovate training provided by C&E to our customers :
 - Needs assessment / target customers/target training
 - Increase stewardship
 - Improvement in compliance/behavior/actions
 - Better education = decreased violations and enforcement actions



PROJECT CHARTER

THREE PHASES

- Phase 1 – Execution and documentation of new near term training within each C&E program
- Phase 2 – Build a comprehensive, sustainable C&E training, education and outreach structure with a detailed **STRATEGIC** training plan
- Phase 3 – longer term training enhancements for future consideration



PHASE 1

- Coordinate with each C&E program lead to ensure execution of new, near term training events

- Deliverables-
 - 1 seminar per program on new topics or newly devised
 - Summary spreadsheet of all training recently provided or scheduled



Make Training

PAY

Prioritize our Training


Activities by

Yield



Phase 2

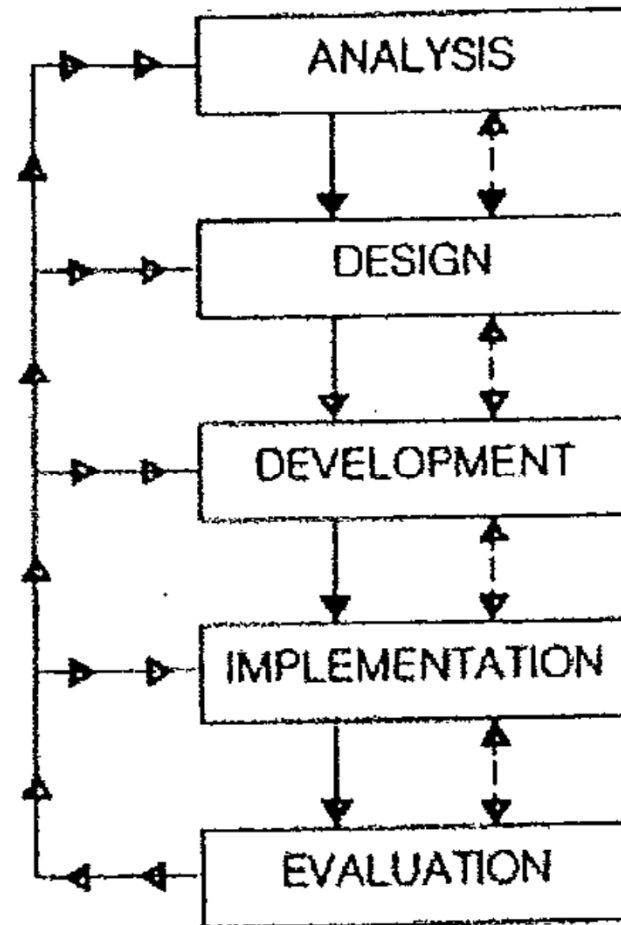
- Design a comprehensive and sustainable C&E training, education and outreach program using a detailed **STRATEGIC** training plan
- Deliverables:
 - Training Plan (SOP's and/or guidance documents)
 - Seminar planning checklists, pretests/post tests, surveys, measures of success etc.
 - Updated C&E training schedule/spreadsheet



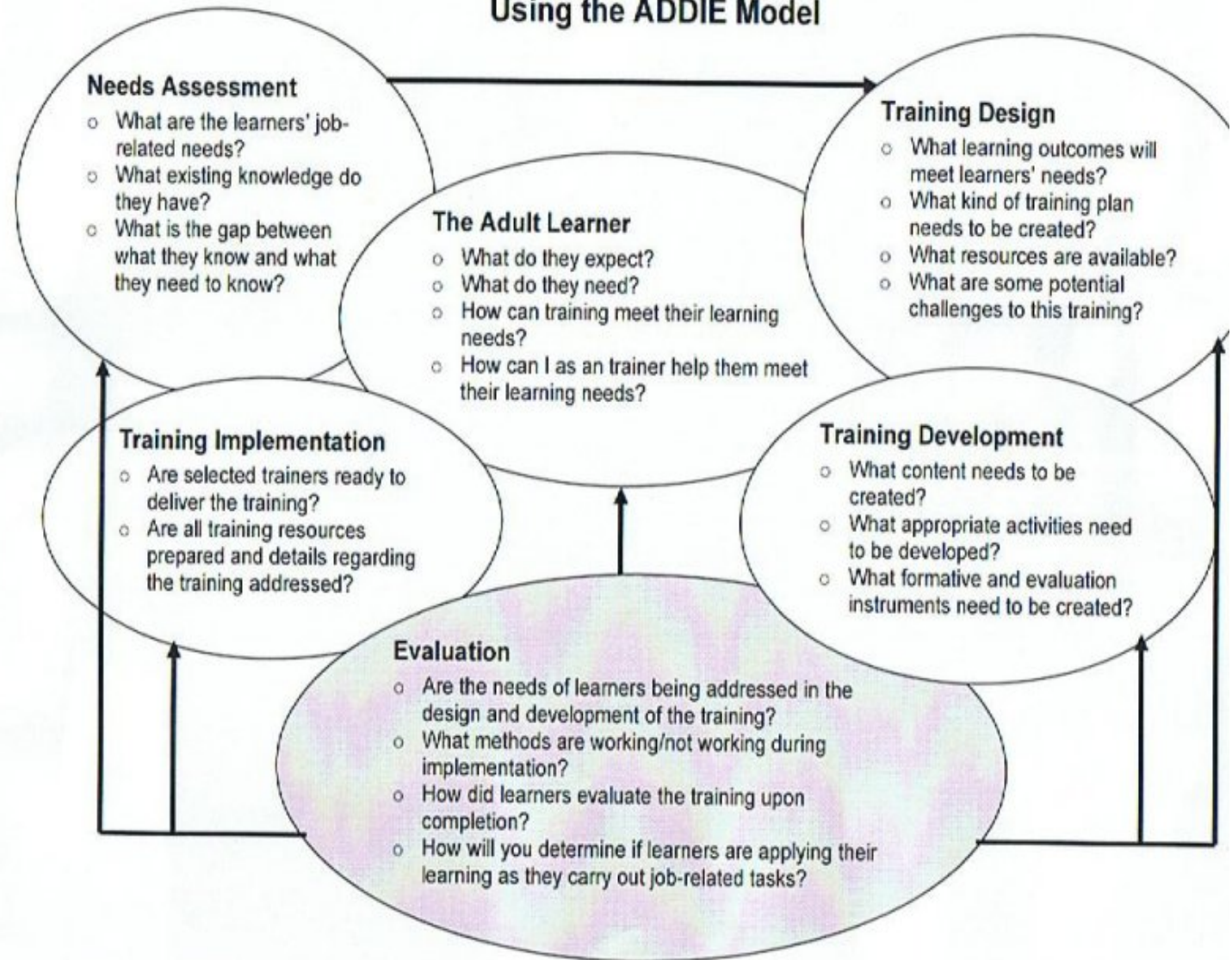
Training Design & Evaluation Resources:

- ADDIE Model – Systematic, step by step framework to ensure course development and learning does not occur in a haphazard unstructured way.
- Evaluation – Kirkpatrick's 4 levels of evaluating training programs

ADDIE MODEL

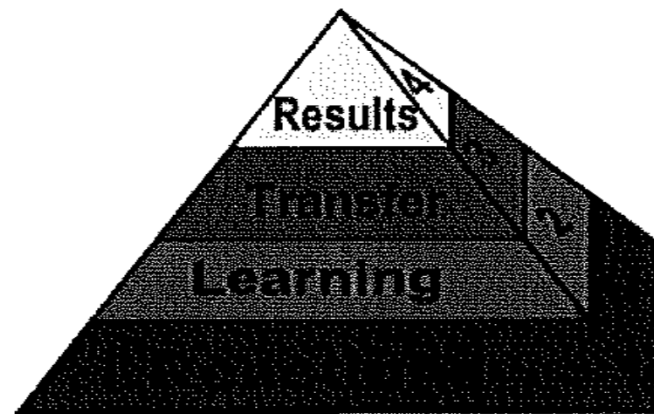


Creating a Training Program Using the ADDIE Model



Kirkpatrick's Four Levels of Evaluation

Assessing training effectiveness is critical. Donald Kirkpatrick developed a four-level model of evaluation (Figure 1).



Kirkpatrick's Four
Levels of Evaluation

Figure 1

- 1 - Reactions: Measures how participants have reacted to the training.
- 2 - Learning: Measures what participants have learned from the training.
- 3 - Behavior: Measures whether what was learned is being applied on the job.
- 4 - Results: Measures whether the application of training is achieving results.



Flipping Kirkpatrick

Can be used as BOTH a planning and evaluation tool

- Result or Impact - the desired result that will improve compliance/stewardship
- Behavior/ Performance - the level of performance the learners must have to create the impact
- Learning - the knowledge and skills learners need to perform
- Reaction - what the learners need to perceive in order to learn – the need to learn (carrot)



Next Steps??

Homework / Assignments