



# WORKSHOP

for the SOCIAL TRANSFORMATION

## Post-training support – the evaluation

This page aims to explain some theoretical points of our conception of evaluation in the context of post-training support. With these key concepts, a training team can consider designing and systematizing evaluation tools.

### Definition of post-training support :

Post-training support is a stage that comes after training and includes two steps:

- The first step is to assess what has been done following the training. This is the evaluation phase, which can be compared to taking a snapshot at a moment in time, a few weeks, months, or years after the training.
- The second step is to support the implementation of what has been learned. This is the followup phase, which aims at changing actions and addressing what was not achieved when the evaluation snapshot was taken.

### Definition of the evaluation :

- **There is no training without evaluation**

The evaluation is a process that aims to identify the results of the training action, both those that were intended and those that were induced by the action itself.

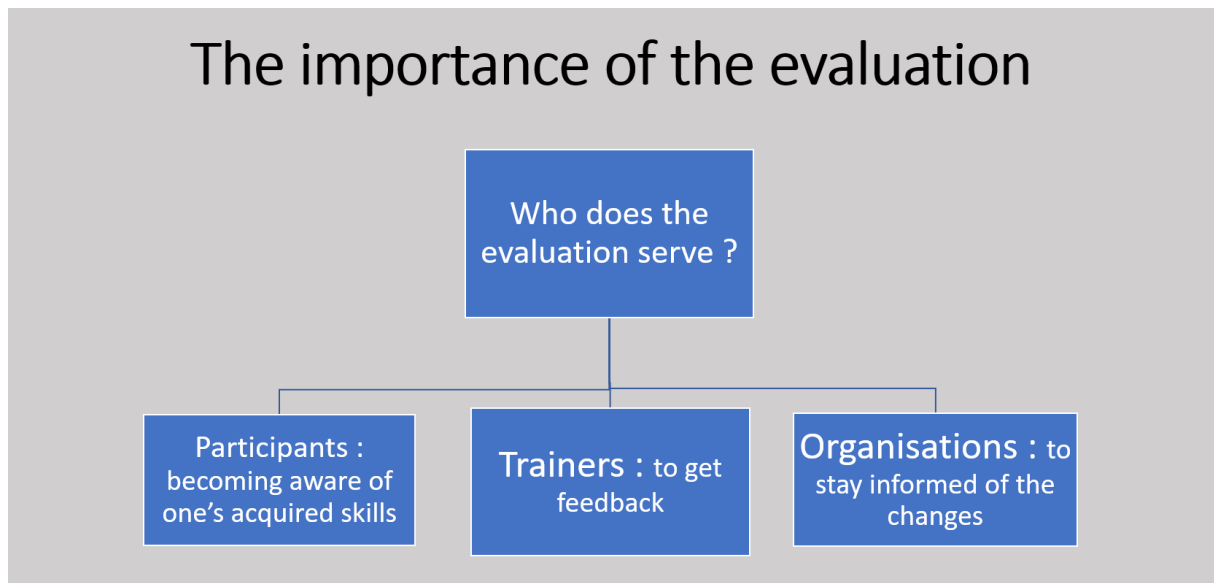
- **What is an evaluation ?**

The evaluation is the process of setting benchmarks to assess the effects produced by the training action.

*Evaluation provides information and insight into:*

- The learning outcomes achieved through the training: the knowledge and skills that have been acquired by the participants.
- The effects of the training action: the changes that have been produced by it in the social environment.

## Importance of the evaluation



## What is the purpose of the evaluation ?

### Training is one of the means to generate changes in the lives of :

- Individuals
- Groups
- Society

### The evaluation relates to :

- The goals of change

#### **Objectifs:**

Understand the main principles of post-training evaluation;

Position the evaluation within the post-training support process.

#### **Practical use :**

This theoretical input was used with UGPM to create tools for evaluating post-training impacts of training modules.

**External sources :**

References taken and adapted from: Formateurs d'adultes: Se professionnaliser, Exercer au quotidien; 6th edition reviewed and expanded; Jean-Paul Martin and Emile Savary, p.294.

**Link to the article :**

[http://atelier.fdh.org/en/take-action/our-tools/evaluate/article/post-training-support-the-evaluation?var\\_mode=calcul](http://atelier.fdh.org/en/take-action/our-tools/evaluate/article/post-training-support-the-evaluation?var_mode=calcul)

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