



Public Health
England

Assessing the effectiveness of training - what are we looking for ?

EAN/EUTERP Workshop, Rovinj, 7-9 May 2014

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Overview

- ◆ What is meant by “effective training” ?
 - ◆ Who is “effectiveness” important to?
 - ◆ When is the answer needed/of value ?
 - ◆ How do we know if training has been effective or not ?



Single training event

Industry specific programme

Training scheme

National E&T strategy

What is “effective training” ?

..results in the intended outcome...

..important to be clear of intended outcomes

“Training”	Nature of “Outcomes”
Single presentation	Generally specific/well defined, eg <ul style="list-style-type: none">- Know the dose limits- Understand “contamination”- Able to calculate dose-rate , etc
Industry Programme eg PCN	Relevant to an application and a particular workforce (but multiple levels), <ul style="list-style-type: none">- Ensuring competence , safe working- Low incident rate- ALARA within the industry
Training Scheme eg RPE,	More wide reaching , <ul style="list-style-type: none">- Building competence- Capacity building
National E&T Strategy	“Big Picture” <ul style="list-style-type: none">- Sufficient number of appropriately competent individuals (all levels, all sectors)- ALARA attained ?

Workers

Government

- 😊 Safe nation
- 😊 Reputation
- 😊 Impact ?
- 😊 Obligation

Trainers

- 😊 feedback
- 😊 Address needs

Regulators

- 😊 Compliance
- 😊 Good practice
- 😊 Less work

*Who is effectiveness
important to ?*



Employers

- 😊 Compliance
- 😊 Regulator happy
- 😊 Safe workforce
- 😊 ££££

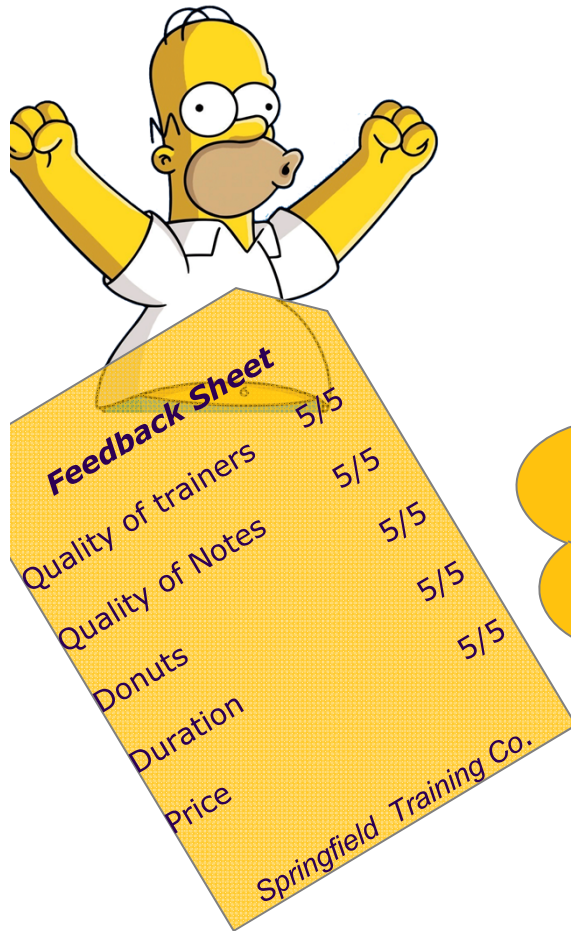
RPOs

- 😊 Eases supervision
- 😊 Communication

RPEs

- 😊 Informs advice
- 😊 Communication
- 😊 Less work

public



*...when and how
to assess..... ?*



Example 1:

Individual being trained as an RPO. The training consists of :

- Attendance at an RPO course (4 days)
 - Presentations + exercises + exam
- period of on-the-job training

Who assesses the effectiveness of this training ?

What are the KPI ?
(*ALARA* ?)

How are these KPI captured ?

Who needs the data ?

Example 2:

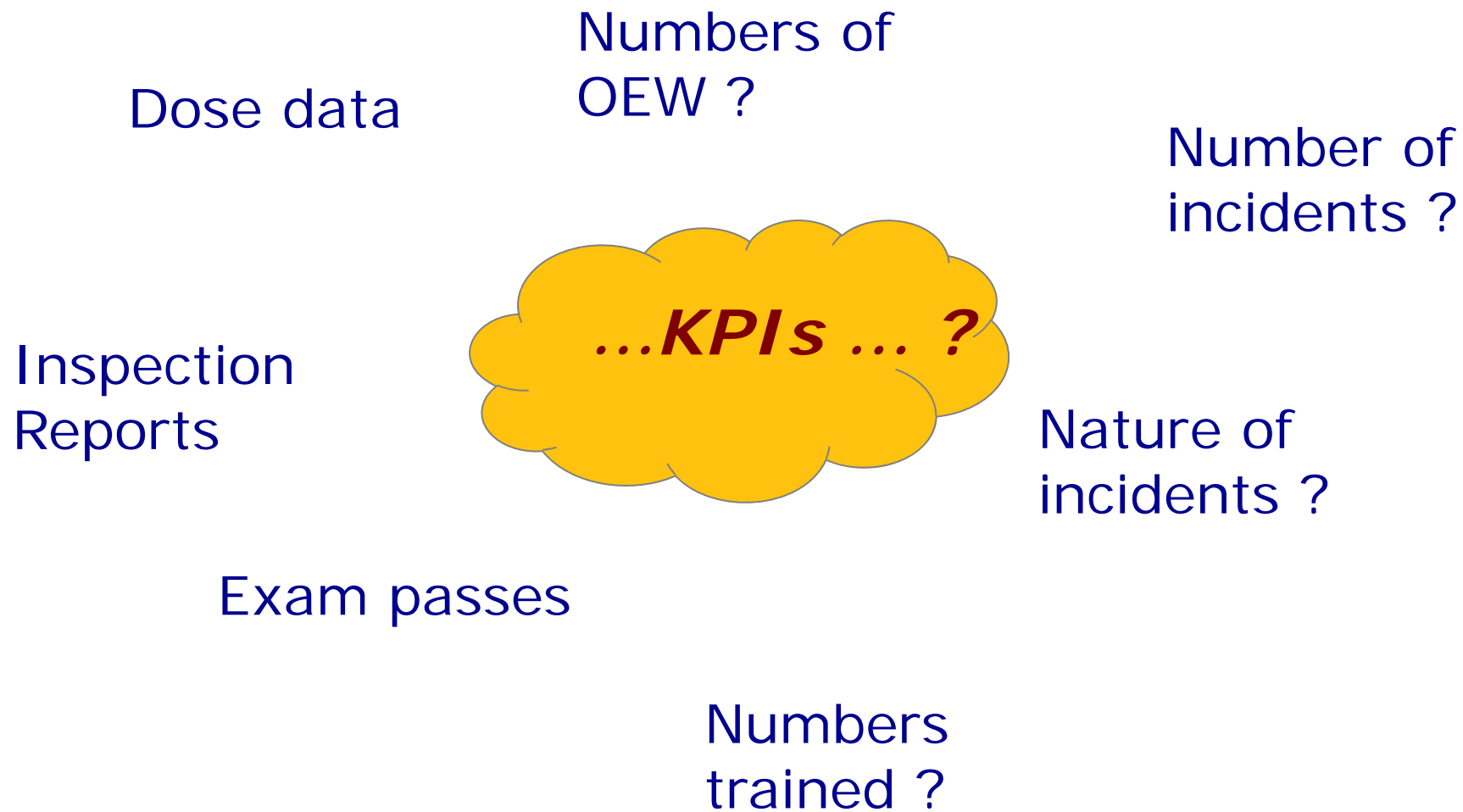
“A N Country” has established a National strategy for E&T in radiation protection.

Who assesses the effectiveness of the strategy + associated training programmes ?

What are the KPI ?

How are these KPI captured ?

Who needs the data ?



What is the evidence that training in radiation protection has been effective ...?

Do we have the resources to get it ...?

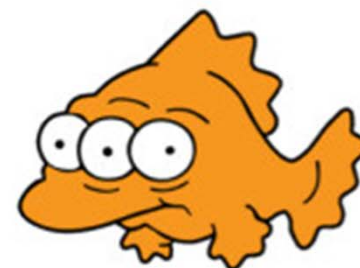
SIMPSONS GUIDE TO RADIATION



Bequerel [Bq]
How brightly your
Cesium glows



Gray [Gy]
How brightly
Cesium will make
you glow



Sieverts [Sv]
How many extra
eyes will you have
after glowing?



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