



# Group I

“How to Assess the Effectiveness of Training”



# Considerations...

- Training is appropriate to target audience
- All parties to agree on training outcomes
  - Trainer
  - Trainee
  - Employer
- Agreed objectives are met



# Role of the trainer

- The right agreed outcomes (K,S,U)
- The right skills to deliver the training



# Barriers to effective training

- Poor match between target audience and form of training
- Language barrier
- Poor planning
- Practice vs theory (context)
- Attitude
- Lack of feedback – inhibits course development
- Lack of resources
- Lack of safety culture



# How do we assess?

- Written tests
  - easy to conduct and tells us memory / knowledge
- Observed behaviour:
  - who?
  - when?
  - criteria
  - QA?
- Timing

# What are the indicators of effective training?

- Diagnostic of:
  - Dose data
  - Environmental monitoring
  - Transfer of contamination
  - Incident analysis (incl exercises)
  - Regulator's inspections
  - Behaviour
- Who:
  - Regulator?
  - RPE(s)?
  - RP professional societies?



# Recommendations:

1. Framework for analysis of the effectiveness of training – especially behaviour in the workplace.
2. Other unresolved discussion points:
  - ‘recognition’ or ‘qualification’ of trainers and/or training providers?
  - RP training delivered in context