

Did it do **the thing**?

Measuring training impact in the Government

The Government does not have a good way to **measure training impact**.

The problem

Every year public servants get
thousands of dollars to spend
on training.

The problem



How can we know that training is
improving Government services?

The problem

The world is evolving and organizations
need to adapt.

Our problem is rooted in DND's need to have a **data literate workforce.**

The solution? **More training!**

Evidence based decision making
requires...

Evidence

Why it matters

We want to capture **a complete picture** of the learner's experience.

Obviously, there's an app for that.

False

Our idea

Our team goal is to **analyse existing data**
and **prototype an app** to collect more.

The journey

- ✔ Define evaluation framework
- ✔ Analyse DND dataset
- ✔ Research education best practices
- ✔ Research learning platforms
- 🔄 Prototype user interactions
- Prototype data visualization dashboards

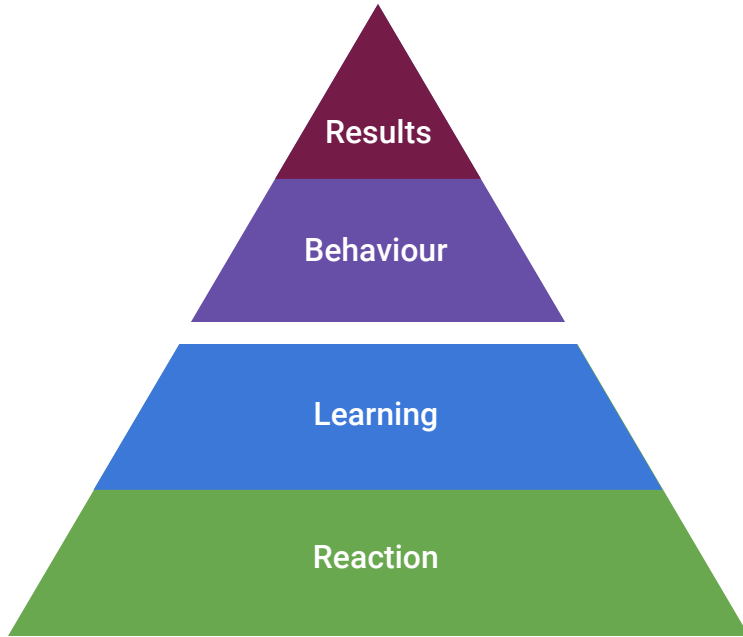
Our framework

The journey

- A definition of data literacy
- Four defined user types
- Competencies & proficiency levels
- Foundations in education research



Evaluation interactions are...



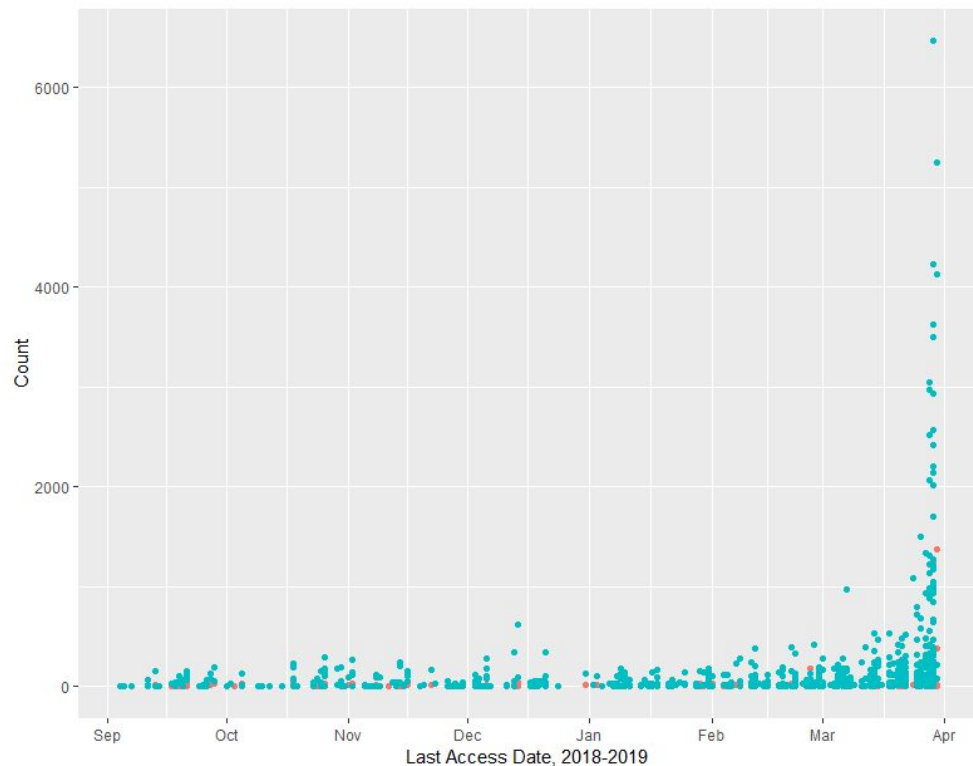
Kirkpatrick Model

- Anchored in principles of **adult learning**
- Use a systems approach to design a **goal-based evaluation model**
- Measured against a **competency dictionary** to gauge proficiency level.

Data analysis

The journey

User activity

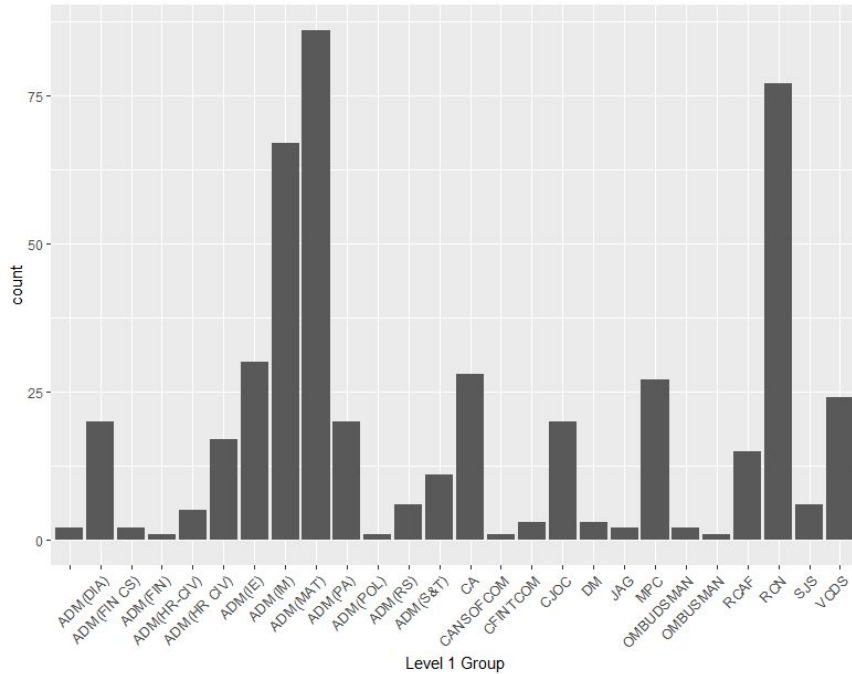


139,767 viewed or refreshed

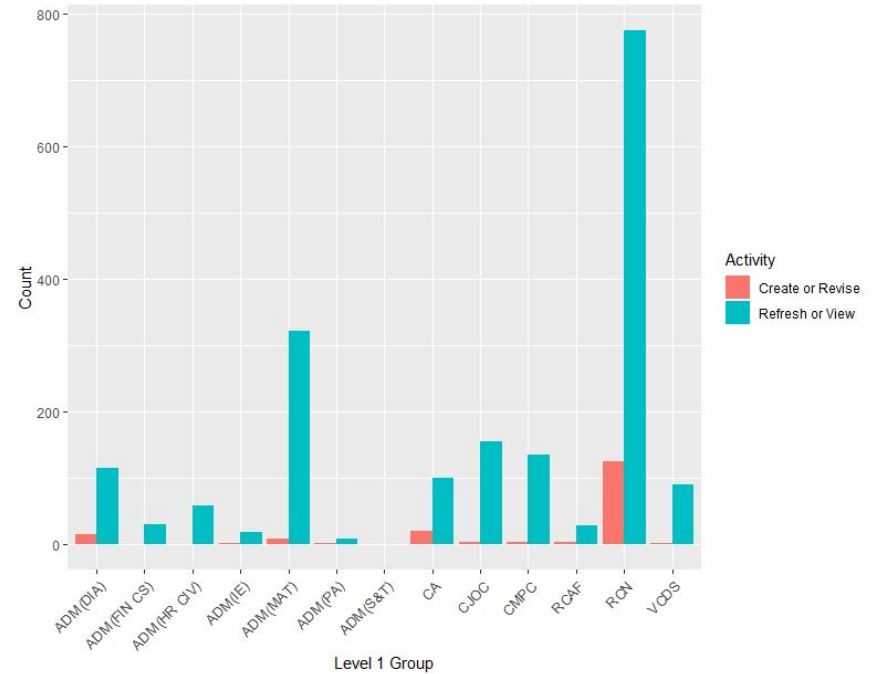
11,189 created or edited

User activity by branch

Taken the training

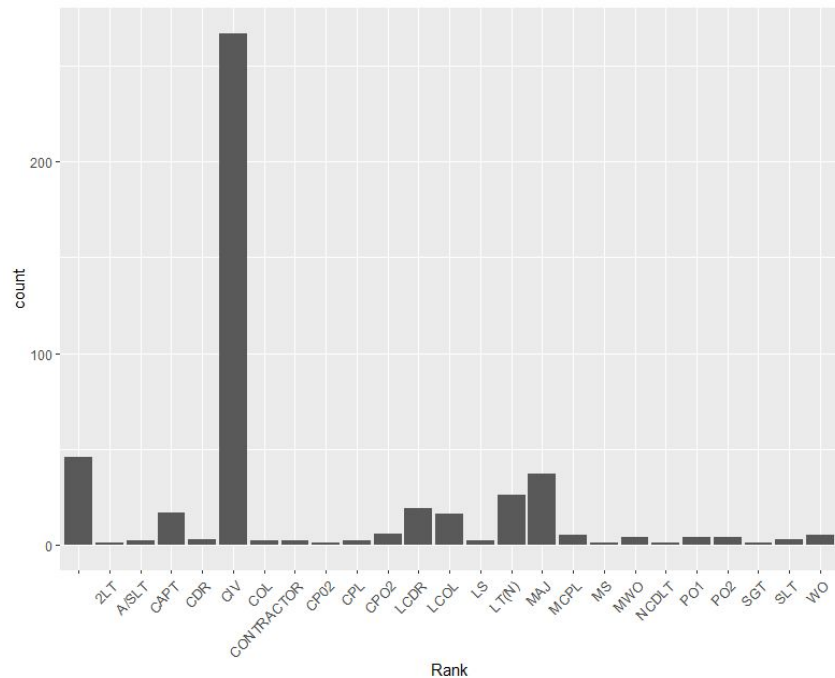


Using the system

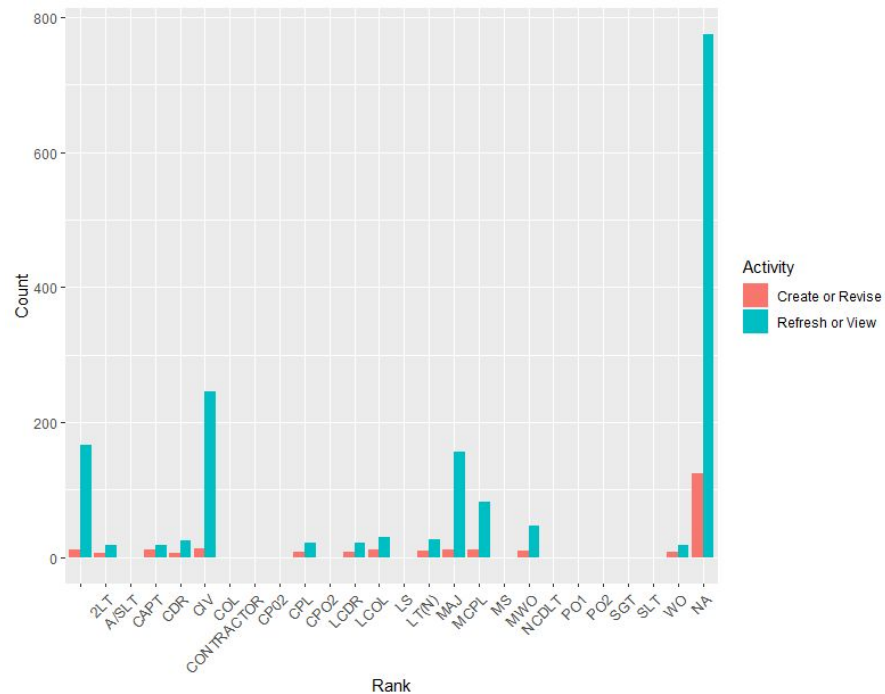


User activity by rank

Taken the training

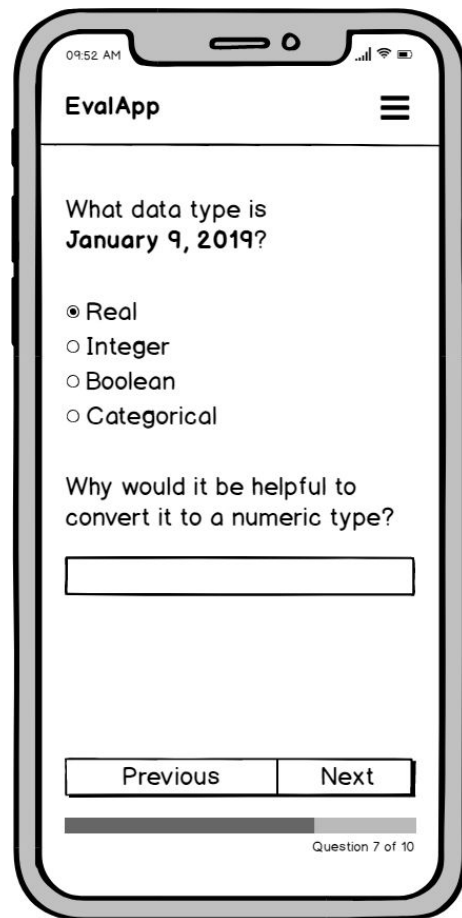
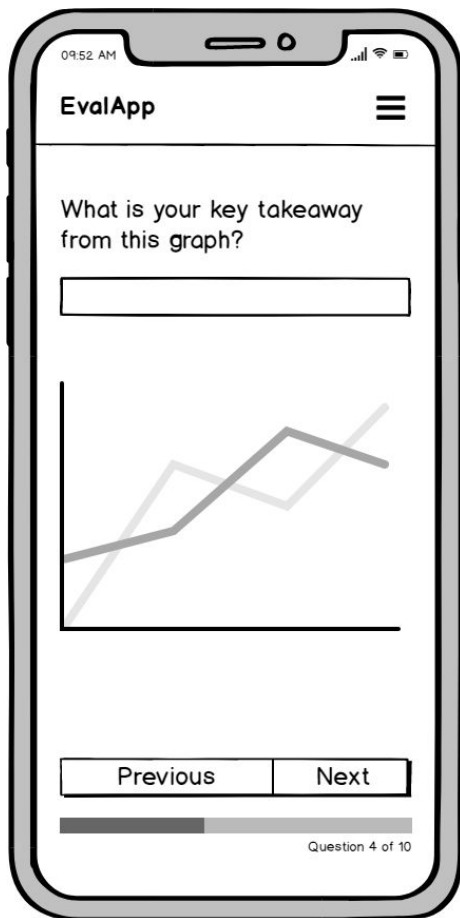
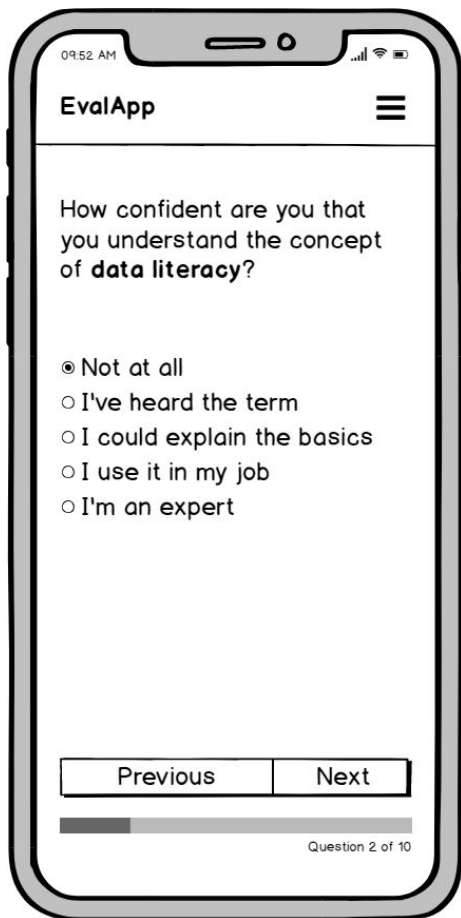


Using the system



The app (for that)

- Interactive
- Real-time evaluation and feedback
- Identify skills and gaps
- Collect and analyse data
- Visualize progress
- Topic agnostic



What's next?