Donald Kirkpatrick (1959) has discussed a model that evaluated how participants reacted to a training program with in higher education. The model has been revised and developed further, and become overwhelmingly popular for training evaluations (Kirkpatrick & Kirkpatrick, 2016). It assesses the effectiveness of a training program with a four-level approach:

1. The **reaction** level measures how well participants like about the training program. For this level, we asked “Do you feel that attending the course was worthwhile to you?”
2. The **learning** level determines how much the participants learned during the training. For this, we asked “Do you feel more or less confident using technology since taking the course?”
3. The **behaviour** level evaluates the changes in the behaviours of the participants as a result of the training program. For this, we asked “How frequently were you able to apply technology in your research/work since the course?”
4. The **results** level examines the outcomes which can be attributed to the training program. The outcomes might be the research outputs or productivity. For this, we asked “To what extent has technology been helpful to your research/work?”

Kirkpatrick, D. L. (1959). Techniques for evaluation training programs. *Journal of the american society of training directors*, *13*, 21-26.

Kirkpatrick, J. D., & Kirkpatrick, W. K. (2016). *Kirkpatrick's four levels of training evaluation*. Association for Talent Development.