



When the correct training really pays off...

As an independent outplacement company, we offer real flexibility in our workshops and programmes. We don't restrict individuals to a fixed number of meetings or credits, and we understand many companies have a limited budget. In fact we do everything we can to implement affordable programmes to meet your requirements, in any area of the UK.

Dealing with real people in real life situations comes with a responsibility we don't take lightly.

To find out more please contact:
Andrew Murray on 01543 263477, e-mail
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www.sprintoutplacement.co.uk

Combining the best of traditional outplacement training with the most modern career tools and job search techniques

Experts in:

- » Career and Personal Development
- » Training / Recruitment / Assessment
- » Interview Techniques
- » CV Development and Presentation
- » Modern Job Search Methods
- » Change Management / Stress Counselling

Outplacement training

can it be assessed, and how?

At Sprint Outplacement Services, we aim to provide each delegate with the tools to successfully move through a career transition. Our training is designed to be interactive, thought provoking and empowering; but what makes our training really stand out is the attention to detail in ensuring it is fit for purpose.

All our training is evaluated from start to finish based around a recognised model, defined by the world renowned Professor Donald Kirkpatrick, and uses a 4 level evaluation principle to ensure a high measure of learning and skills development. This type of evaluation model is used widely within many training disciplines and is highly effective in ensuring training meets the needs of the customer.

So what are our 4 levels of evaluation?

Level 1 - Reaction

This is what the student felt about the training; did they embrace it?

Level 2 - Learning

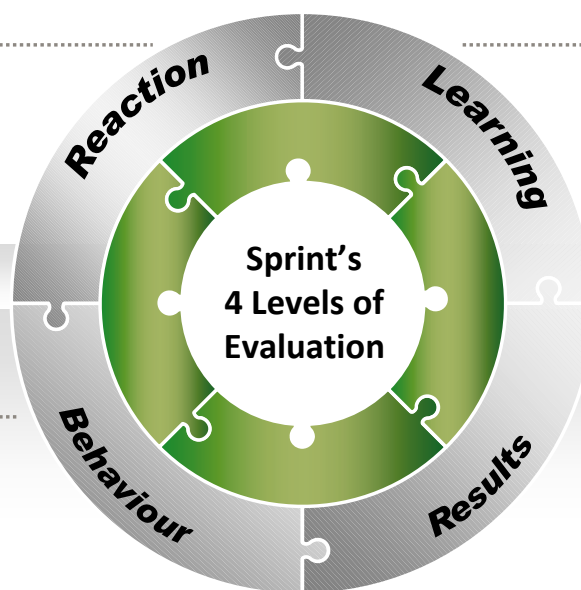
What Knowledge, Skills and Attitudes were learnt on the training?

Level 3 - Behaviour

What change in behaviour has occurred as a result of our training?

Level 4 - Results

What is the impact on their performance?



Whether for workshops or individuals, we aim to ensure that the training meets the needs of each delegate. So how do we apply our evaluation to the training?

Level 1 evaluation is achieved through a questionnaire at the end of formal training. This allows us to confirm that our training has met the objectives set at the beginning of the workshop and that the delegates actually enjoyed the training and found it of benefit.

Level 2 evaluation is the measure of learning transfer. All of our trainers ensure that the delegates Knowledge, Skills and Attitudes are tested through their contact with them. It is usually carried out on an informal basis throughout our courses at the start of the training, and also through confirmation of learning at the end of each session. Many of our delegates arrive with minimal knowledge and skills in finding a new career, and their attitudes may range from those who are ready to learn, to those who are

still coming to terms with facing redundancy and the thought of learning is the last thing on their mind.

Level 3 evaluation examines the changes in behaviour of the delegate. At this stage the delegates should be well on their way to finding a new career, and hopefully will have put their new skills to the test. We measure our delegates' behaviour by carrying out detailed follow-up meetings, ensuring any changes in learning transfer and Knowledge, Skills and Attitudes are re-affirmed. It is vitally important that the momentum of change is kept moving forward for delegates' confidence and motivation in their career transition.

Level 4 evaluation is all about results. We follow the progress of our delegates through to the end result, which means return on investment for the Client and proof that Sprint are providing a service that is second to none, whatever their circumstances.

In summary, by evaluating our training we can ensure that our customers receive a quality service that meets their needs and expectations, and maintains the high standards we set.

Gary Clarke B.Eng, MSc, PGCE (FE), FIFL
Training Director
Sprint

Gary spent the last 10 years in various positions as an Army Officer, achieving the rank of Major before joining Sprint as Training Director.

In recent years Gary was a Training and Development Advisor within the Armed Forces responsible for the management of a training system for nearly 400 courses delivered to some 10,000 soldiers worldwide, including design, management, evaluation, tender and contract selection and management.