

EVALUATION OF LEARNING

ORGANISATION GPA (Members)
 – From January to May 2008

Learning Activity	Improvements to Team Performance	Improvements to Business Performance	Business Objective Link	Time	Cost	Change to Strategy
Interview training skills for Chief Officers	Members felt more confident about conducting a chief officer interview	Members felt more confident about conducting a chief officer interview	5	1 day 9 members	£2,700	No change, just need to flag up the need to ensure that with the changes in Membership we have sufficient numbers of Members trained.
Use of Force IT/IS systems	Some members more confident that they were doing the right thing, but generally they found that they didn't gain anything from the sessions themselves	Some members more confident that they were doing the right thing, but generally they found that they didn't gain anything from the sessions themselves	5	3 hour sessions- 7 members	£655.00	Intention was to ensure members can access and send e mail via group wise e mail system and have an ability to access the intranet site. While members able to do this none of them found they learnt much in the session that they hadn't picked up themselves. Will need to review this method of training in future. If resources allow I would suggest that Business and Members services manager develop in house training.
Modernising Policing conference	Nothing gained from the conference	Nothing gained from the conference	6	1 day x 3	£840	We will need to ensure that we look carefully at conferences and their providers and just because its supported and promoted by the Home Office doesn't means its worth attending.

Diversity training	Raised some awareness for members about the 7 strands of diversity so should indirectly have benefited the decision making processes	Raised some awareness for members about the 7 strands of diversity so should indirectly have benefited the decision making processes	1	1 day x 3	£290.00	Members generally understood the 7 strands but have now arranged for be spoke training.

Training Budget - Year 1 £ _____

Year 2 £ _____