

## EVALUATION OF LEARNING

ORGANISATION GPA (staff)  
 From January 2008 to may 2008

Learning Activity	Improvements to Team Performance	Improvements to Business Performance	Business Objective Link	Time	Cost	Change to Strategy
Groupwise training	None added to the team	None added to the business Performance as a result of the training. More help from colleagues	5	½ day	£68.96	Would not in future send anyone of the course. Better providing on the job training.
Force induction	Allowed MC to have a better understanding of the role of the GPA in the context of the Force	MC better able to work within the organisation with understanding in relation to support services provided to GPA	2 and 5	2 days	£258.60	Would continue to send new staff on these courses.
Working with diversity	Course raised awareness of all individuals. Some staff felt it was too basic and not really that relevant as it focused on completion of PDR in force.	General awareness of basic 7 strands of diversity will be useful, but overall difficult to see how performance will be raised	1	½ day per staff member	£781.92	I would ask for more details from the course provider and depending on the outcome re consider sending staff on the course. However, the APA recommends that PA's attend this course in order to achieve a gold standard for equality.
Evaluating Public Engagement	Some learning to improve and inform practice	Some learning to improve and inform practice	5	1 day	£238.74	MC said that she did learn a few new strategies, but the course was new and it was the first time it had run, therefore wasn't as informative as others run by the Consultation Institute. We will need to check content of course a little more carefully in future.


**Training Budget - Year 1 £** \_\_\_\_\_

**Year 2 £** \_\_\_\_\_