College of Textiles Training Assessment

Today, more and more firms are investing in training to better prepare themselves for the global marketplace. In the United States alone, firms spend over $45 Billion on formal training annually to educate upwards of 40 million workers across the nation. With all these training dollars being spent, companies are now beginning to look for new ways to measure and justify training investments. World-class organizations are all asking the same questions:

How can I evaluate training?
How can I make certain it is results-oriented?
How can I measure its impact on the bottom line?

In order to begin answering these questions, the College of Textiles is including a training evaluation program with the Short Staple Spinning In-Plant course. The goals of this assessment program are to provide participants and management with the data they need to make future training decisions, and to insure that the College continues to provide the training that the industry demands.

The process is fairly simple (see Fig 1). We begin with a short quiz given out before the training class called the "Preview." The Preview will help us gauge how much participants already know. In this way, we can target our classroom teaching toward the areas about which participants know the least. Then when the training is complete, we will give another quiz, called the "Review." The Review will help to reinforce the main points of the training to insure that all participants are up to speed. We will then send out a follow-up in two to six months with a questionnaire to see on how much the class has remembered, and which areas they may have forgotten.

Fig 1. The assessment method

All assessments will remain anonymous to insure honest feedback. It is important that each quiz be filled out completely so that we can compare results over time. Thank you for your help. If you have any questions about this or other programs at the College of Textiles, please contact Wade Carter at (919) 515-6536.