

Evaluating HRD interventions

The CPD Toolkit will benefit all adult learning practitioners who have the need to remain current and at the cutting edge of their field of practice.

Presented by Dr Marius Meyer, Dr Cookie Govender and Ronnie Phillips, this distance-learning module equips adult learning practitioners with the knowledge, skills and values to evaluate learning according to scientific and professional standards and methodologies as well as how to evaluate providers of education, training and development interventions.

Part one presents proven methodologies to evaluate learning in the workplace and the return on investment thereof. During this section, a set of practical techniques including scorecards and other measurement frameworks and tools are reviewed. You will look at the links / alignment of these evaluation methods and tools to business strategies with specific reference to a workplace application case study.

Part two looks at the differences between assessment and evaluation; explores the relationships between evaluating learning programmes and the quality assurance of learning; and discusses the benefits of effective evaluation of learning. You are provided with views on evaluation challenges and opposing discourses for further debate. Finally you explore a case study leading you to critique an ROI report on the effectiveness of a financial sector learning intervention.

A focus on quality assurance and quality management systems threads through this module and extends to a case study toward system level and provider level practices on evaluation. 'Evaluating HRD interventions' forms part of Continuous Professional Development for Adult Learning Practitioners.

Price: R 1,750.00 (excl. delivery and VAT)

Workbook: 120 pages

CD lectures running time: 06hrs 44min

Once you have purchased all eight modules that make up the CPD Toolkit, and meet the qualification entry criteria, you may apply to register for **learner support and assessment** to complete research tasks and assignments and be assessed to achieve a National Certificate in OD-ETD Practices (NQF 6) and earn CPD points with the SABPP.

Order the CPD Toolkit today and enjoy user-friendly, self-directed distance-learning materials, research best practice in skills development in South Africa and network within a community of expert practice.

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Academic Lecturer: Dr Marius Meyer

- Previously: HRD Section Head and Senior Lecturer in HRD at Unisa and guest lecturer at Univ. of Twente and Monash University
- M HRM currently completing PhD
- Author of many books and articles on HRD, incl Measuring Return on Investment in Training
- Clients include major corporations; public and development sector organisations and SETAs
- Recipient of several local & international HR awards, a regular conference speaker at local & international events
- Board member of ASTD Global Network South Africa; Advisory board member of several companies; Master HR practitioner and mentor with SABPP



Academic Leader: Dr Cookie Govender

- Educational Engineer (designs, creates, repairs and reinvents learning programmes). Holds two Masters degrees (Curriculum Design and Educational Leadership) and a PhD from UJ
- Extensive ETD experience in the public, private, corporate, NGO and CBO environments. Researched and published a management framework for training providers to improve workplace skills development in SA. Published many articles in ETD journals, including two textbooks: Teacher's Guide for Mathematics Grade 7 and Project Management in Education and Training
- Previously Head of Skills Development at the UJ. Chairperson of the national HEI SDF COP (Higher Education SDF Community of Practice)
- Currently lecturing Industrial Psychology & People Management at the UJ



Industry Perspective: Ronnie Phillips

- Currently: Organisational Learning Solutions Consultant at First National Bank
- BA Econ (Wits); various advanced management courses at UCT, UNISA & Wits; Executive Marketing Programme (INSEAD - France); completed Leadership Development Programme at The Centre for Creative Leadership (Colorado - USA)
- Holds professional membership with SABPP and member of ASTD
- Previously: MD of Africa Growth Network (ABSA); satellite transmitted Matric and two university B.Degrees
- Won numerous innovation prizes throughout career

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