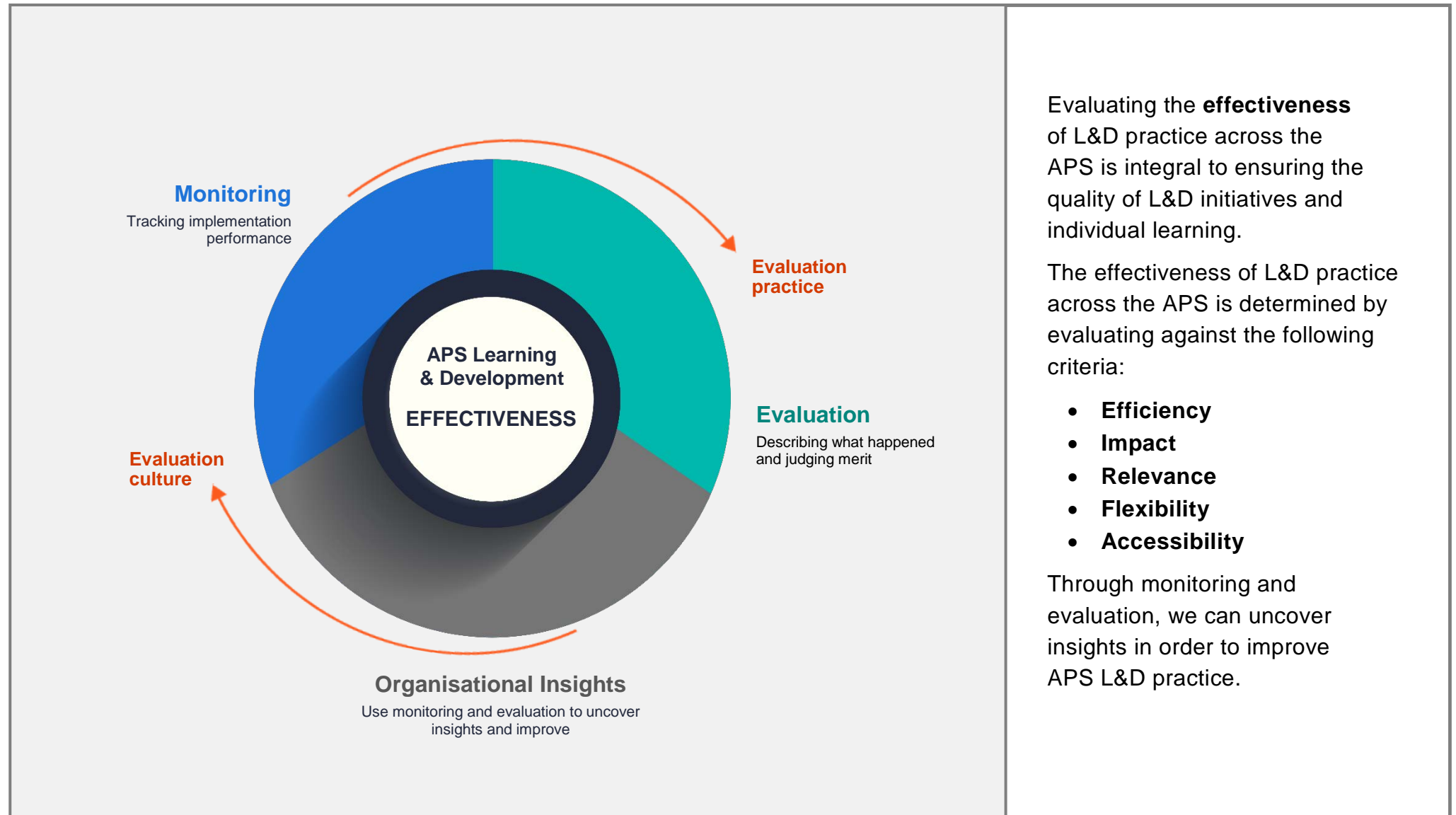


APS Learning Evaluation Framework

Evaluation Model



APS Learning Evaluation Framework

Criteria, questions and information sources

Evaluation criteria	<h3>Effectiveness</h3> <p>Key evaluation questions</p> <ul style="list-style-type: none"> • How effective was the initiative in helping the participant perform their work? • What were the unintended effects (positive and negative) of the initiative? • To what extent was the initiative successful in achieving its objectives? • How valuable is the initiative to the participant? 				
	Accessibility	Flexibility	Relevance	Impact	Efficiency
	<p>Key evaluation questions</p> <ul style="list-style-type: none"> • To what extent did all the targeted audiences benefit equally? • How well did the initiative contribute to building access to learning? • How successful was the initiative in reaching hard-to-reach groups? 	<p>Key evaluation questions</p> <ul style="list-style-type: none"> • How well does the initiative complement other initiatives? • Are there other initiatives which contradict or inhibit the success of this initiative? • To what extent can the initiative be adapted and scaled to different environments and contexts? 	<p>Key evaluation questions</p> <ul style="list-style-type: none"> • How relevant is the initiative in responding to the learning needs of the participants, agency and APS? • How relevant was the initiative for the participants? • How relevant was the design of the initiative to the environment and context? 	<p>Key evaluation questions</p> <ul style="list-style-type: none"> • What difference has the initiative made to participants, agencies, and the APS? • How has the initiative produced significant change? • How has the initiative benefited the participants' careers? • How has the initiative led to other indirect changes? 	<p>Key evaluation questions</p> <ul style="list-style-type: none"> • How efficient was the implementation of the initiative? • To what extent were the initiative's objectives met against budget and resourcing? • How did anticipated costs change? What was the result of this? • How adequate was the budget in meeting the requirements of the initiative?
Information sources	<p>Primary sources (e.g. participants and supervisors)</p> <ul style="list-style-type: none"> • Questionnaires • Focus groups • Case studies • One-on-one interviews • Pre/post-program participant testing • User observations 		<p>Other sources</p> <ul style="list-style-type: none"> • Participation rates • Participant demographics • Corporate and business area plans • Other initiative outlines and work plans • Initiative proposal and implementation plan • Benchmarking against comparable initiatives • Financial and resourcing reporting 		