TABLES FOR PRACTICE FULL REPORT

BUILDING PROFESSIONALISM THOUGH MANAGEMENT TRAINING: NEPHTC’S LOW-COST, HIGH-IMPACT MODEL

SUPPLEMENTAL TABLE B.

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| Kirkpatrick Model of Training Evaluation | Evaluation methodology |
| Level 1 | Reaction | Training is favorable, engaging and relevant to jobs | Likert scale for pre- and post-course self-evaluation |
| Level 2 | Learning | Trainees acquire intended knowledge, skills, attitude, confidence, and commitment | Pre- and post-course quiz |
| Level 3 | Behavior | Trainees apply what they learned when back on the job | Open-ended interview questions; answers analyzed using qualitative thematic analysis |
| Level 4 | Results | Targeted outcomes or impact occur as result of the training | N/A |