Executive Summary
Measuring the Impact of Adult Education and Training Programs

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Moderators: Gregory Scheib, *Louise Anderson*
Speaker: *Emily Bell*

It is important to measure the impact of training and adult education programs and then to make changes to address weaknesses or challenges. Key to measuring effectiveness are using evaluations to identify participant needs, developing appropriate curriculum based on the evaluations, and providing oversight. Impact should measure both the individual training sessions and the overall training program.

Emily Bell, Senior Director, Professional Development, International Economic Development Council. Ms. Bell has overseen several improvements and growth areas for the IEDC professional development courses and provides strategic oversight for the programs. She shared information on what constitutes effective training and provided tools that grantees can apply to measure their programs' effectiveness.

- Elements of an effective adult training program include: hands on learning, short term training that is industry driven, flexible scheduling, trained educators, case studies, group work and peer to peer learning.

- Tools to measure program effectiveness include: qualitative questions immediately following training sessions to determine participant satisfaction, quantitative questions to determine trends over time and drive strategic decision-making, and measuring skills acquisition through certifications.

- Implement incremental changes when adjusting curriculum to ensure consistency.

- Use data about program effectiveness to make recommendations to management that can improve the program.

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