


# How Effective is Your HAZMAT Training?

A guide to effective training evaluation

All training is not created equal. Training should be suited to how your audience digests information. Are they visual or hands-on learners? How quickly do they learn? Customize training for your audience with the right combination of videos, instruction, and hands-on training. To get started, evaluate your current training with these questions:

- 1 What type of training am I offering? (Online, Book Led, Instructor Led)
- 2 Did the employee believe the training was effective and useful?
- 3 What were the expectations of the training? Were these expectations met?
- 4 After the training, is the employee proficient in performing job duties and responsibilities?
- 5 Does the employee appear to need further training? If so, is this the result of a deficiency in training? What functions need additional focus?



There are different methods used to evaluate training programs. Three useful tools are:



**Student feedback** helps determine how effective training has been and identifies ways to improve the content and delivery of training.



**Supervisor observations** help assess employee performance before and after training



**On-the-job improvements** can help you assess any changes in job performance that result in changes in accident rates, injury rates, or penalties.

Information from evaluations can determine whether training has been effective and what can be improved. **Contact Medcor Safety Training today for additional resources and an audit of your current training program [Medcor.com/Safety](https://www.Medcor.com/Safety).**