



HUMAN RESOURCES TRAINING

Measuring the Return on Investment of Training Programmes

3 day course

Classroom, online or in-house

Course overview

Training evaluation usually stops at whether delegates enjoyed the course, which is the one measure that predicts nothing, and the practitioner asked for a return figure then has nothing to build on. This course supplies the method. Delegates work through evaluation levels from reaction to result, and deciding before delivery which level a programme warrants. Defining the business measure the training is meant to move follows. Baseline data and the discipline of collecting it beforehand are covered, since retrofitting a baseline is the usual reason a study fails. Isolating the effect of training from everything else that changed is addressed properly, including control groups, trend analysis and estimation with its stated error. Converting benefits to money and costing a programme fully follow. The course closes on reporting a figure you can defend and on saying plainly when the answer is that it cannot be measured.

What you will learn

- Choose an evaluation level before a programme is delivered
- Define the business measure the training should move
- Collect baseline data before delivery
- Isolate the effect of training from other changes
- Use control groups, trend analysis and estimation with stated error
- Convert benefits to money and cost a programme fully
- Report a defensible figure, or state honestly that none exists

Who should attend

- L&D managers and training coordinators
- HR business partners
- Organisational development practitioners
- Finance business partners supporting HR
- Heads of talent and capability

Course outline

- 01 Enjoyment predicts nothing
- 02 Evaluation levels and choosing one
- 03 The business measure to move
- 04 Baselines collected in advance
- 05 Isolating the training effect
- 06 Control groups and trend analysis
- 07 Converting benefits and costing fully
- 08 Reporting, defending and admitting limits

Upcoming dates



Dates	Venue	Format	Fee per delegate
12 to 14 October 2026	Mbabane, Eswatini	Classroom	R14,950
28 to 30 October 2026	Online	Online	R6,500
23 to 25 December 2026	Lusaka, Zambia	Classroom	USD 995
1 to 3 March 2027	Pretoria, South Africa	Classroom	R14,950

Fees and how to register

This 3 day course is **R6,500** per delegate online, **R14,950** in the classroom in South Africa, Botswana, Namibia, Lesotho and Eswatini, and **USD 995** in the classroom elsewhere in Africa. In-house training is quotation on request. Book 2 or more delegates on this course and save 10%.

To register or request an in-house proposal, visit www.afrisciencegroup.com, email info@afriScience.co.za, or WhatsApp us on **+27 63 479 1136**.

AfriScience Group | +27 61 536 6531 | info@afriScience.co.za | Pretoria, Gauteng, South Africa