THE LEARNING TRANSFER EVALUATION MODEL (LTEM)

for Evaluating Learning Transfer in Law Enforcement Training

Brief description of webinar:

Since the 1950's Kirkpatrick's four Levels of Evaluation have been considered the standard for evaluating training in a corporate environment. While Kirkpatrick's did a lot for furthering the mission of Learning and Development, there are fundamental issues that make it difficult as it is, and inappropriate for use in a law enforcement environment. This webinar will discuss what Kirkpatrick's did for learning, discuss the blind spots, and then provide the background and science behind the Learning Transfer Evaluation Model (LTEM). Most training is measured at the basic level, called a "smile sheet." LTEM starts with why this isn't sufficient and provides an alternative to Kirkpatrick's that is far more informative and effective, especially in the law enforcement training arena. Since it all starts with a smile sheet, and because smile sheets are common and necessary forms of evaluation in LE training, this webinar will provide tips on how to start implementing LTEM by developing end of course surveys that put LE training on the road to LTEM evaluation.

IADLEST — Standards & Training — International Association of Directors of Law Enforcement™

At the conclusion of this webinar, you will be able to:

- Identify the difference between Kirkpatrick's Four Levels of Evaluation and the Learning Transfer Evaluation Model.
- Create end of course surveys that are more effective, informative, and specific to learning transfer.

Speakers:

RICK JACOBS

with Special Guest

WILL THALHEIMER
The inventor of LTEM

RICK JACOBS

Rick Jacobs is a former deputy sheriff from Virginia, general instructor, and tactics and firearms instructor. He also has been in the Learning & Development industry for almost 30 years. Rick is a seasoned law enforcement instructor and has applied his training and development skills to other industries such as technology, banking, and the Department of Defense. He has a BS in Philosophy and an MS in Criminal Justice. Rick has also been an educator in graphic arts, philosophy, and criminal justice at several community colleges and four-year institutions. He is an IADLEST Nationally Certified Instructor and a training evaluator for IADLEST's National Certification Program. He is in the process of building training products for law enforcement personnel to help develop skills and knowledge used to improve law enforcement instruction and prepare LEOs for careers beyond law enforcement.

WILL THALHEIMER

Will Thalheimer is a learning expert, researcher, instructional designer, business strategist, speaker, and writer. He has worked in the learning and performance field since 1985. In 1998, Will founded Work-Learning Research to bridge the gap between research and practice, compile research on learning, and disseminate research findings to help chief learning officers, instructional designers, trainers, e-learning developers, performance consultants, and learning executives build more effective learning and performance interventions and environments. He speaks regularly at national and international conferences. Will holds a BA from the Pennsylvania State University, an MBA from Drexel University, and a PhD in educational psychology: human learning and cognition from Columbia University.

Registration information:
https://us06web.zoom.us/webinar/register/WN_2RlSv9AKSDKN3T2HCxTnpw
Questions: markdamitio@iadlest.org