

Key Practice	Weight	Culture	Practice	Effectiveness
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Level 1 — Visibility

KP Score

Training records are maintained and audited for accuracy	1.0	4	4	4	12.0
Training activity and expenditure are reported regularly to management	1.0	5	5	5	15.0
Training registration procedures are communicated and followed	1.0	5	5	4	14.0
Training participant reactions are surveyed and reported	1.0	5	4	4	13.0
Level 1 Score:		90.0	Achieved		

Level 2 — Standards

Established training methodologies are used	1.0	4	5	4	13.0
Internal and external trainers are qualified	1.0	4	4	4	12.0
Training suppliers are evaluated for quality	1.0	5	4	4	13.0
Management support for training is visible	1.0	4	4	4	12.0
All new employees are inducted to organization	1.0	4	5	4	13.0
Participant feedback is used to improve training	1.0	5	4	4	13.0
Participant learning is assessed and reported	1.0	4	4	4	12.0
Level 2 Score:		83.8	Achieved		

Level 3 — Planning

Training programs are managed using established project management methods	1.0	1	2	2	5.0
Annual training plans are compiled, agreed and resourced	1.0	4	5	4	13.0
Plans incorporate needs at all levels of organization	1.0	3	4	4	11.0
Career development planning is undertaken	1.0	2	3	3	8.0
Progress against plans is tracked and reported	1.0	1	1	1	3.0
Workforce competencies are defined and measured	1.0	3	3	2	8.0
Participant behavior change is measured and reported	1.0	0	0	0	0.0
Level 3 Score:		45.7	Not Achieved		

Level 4 — Performance

Training interventions are integrated with improvement programs	1.0	1	1	1	3.0
Workplace performance support is available	1.0	3	3	3	9.0
Individuals and teams receive coaching and mentoring	1.0	3	4	2	9.0
Potential leaders are identified and developed	1.0	1	1	1	3.0
Partnerships are developed with educational and professional institutions	1.0	2	2	2	6.0
Effectiveness of training system is evaluated and reported	1.0	0	0	0	0.0
Organizational benefits are measured and reported	1.0	0	0	0	0.0
Level 4 Score:		28.6			

Assessed Maturity Level: Level 2

