

Key Practice	Weight	Culture	Practice	Effectiveness
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Level 1 — Visibility

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

KP Score
12.0
15.0
14.0
13.0

Level 2 — Standards

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

13.0
12.0
13.0
12.0
13.0
13.0
12.0

Level 3 — Planning

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

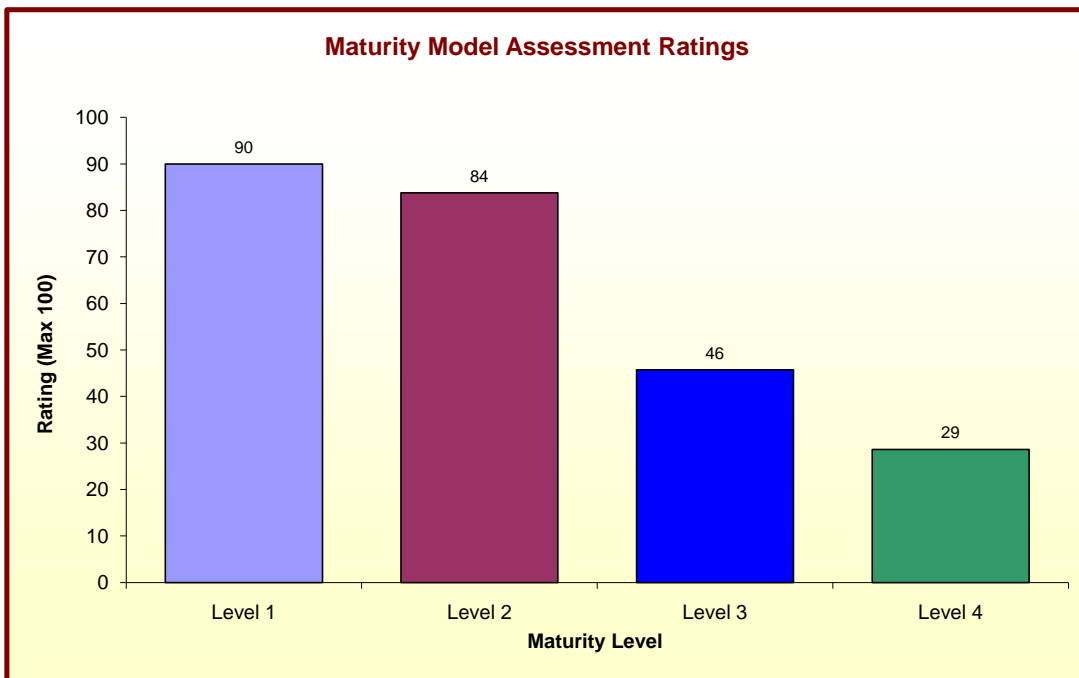
5.0
13.0
11.0
8.0
3.0
8.0
0.0

Level 4 — Performance

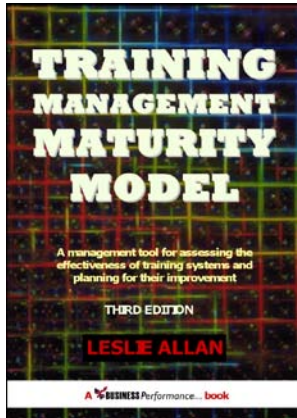
Training interventions are integrated with improvement programs	1.0	1	1	1
Workplace performance support is available	1.0	3	3	3
Individuals and teams receive coaching and mentoring	1.0	3	4	2
Potential leaders are identified and developed	1.0	1	1	1
Partnerships are developed with educational and professional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

3.0
9.0
9.0
3.0
6.0
0.0
0.0

Assessed Maturity Level: Level 2



For the complete Ratings and Charting tool, check out our **Training Management Maturity Model** benchmarking and reporting package. This analysis and reporting tool is simply one of a comprehensive set of tools and guides included within the package.



Use our powerful best practice model and set of practical assessment tools to benchmark your current training management system. The model is centered on a uniquely structured four-phased improvement approach:

- develop effective training administration processes
- ensure the quality of delivered training programs
- formulate training plans linked to the organization's strategy
- focus on measurable organizational/team/individual performance

Buy Now

The assessment and reporting tools included in the package help you to determine your current training capability and to draw up a roadmap for future improvement efforts. Then use the assessment tools again at a later date to evaluate progress against your plan.

Included in the package are these items:

- Training Management Maturity Model
- Training Management Maturity Assessment Guide
- Training Management Maturity Assessment Form
- Training Management Maturity Model Chart
- Training Management Maturity Ratings and Charting Sheet



Find out more and download the **Training Management Maturity Model** from www.businessperform.com/training-systems

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