

KIRKPATRICK CERTIFICATION PROCESS

BRONZE LEVEL

This program forms the foundation for good evaluation. It includes the New World Kirkpatrick program evaluation methodology and related tools. Certification is obtained with a passing grade on a complete Blended Evaluation Plan™.

Prerequisites: None

Contents:

- ◆ Pre-work packet
- ◆ Two-day in-person program or five online sessions
- ◆ Real-life **Blended Evaluation Plan™** completion
- ◆ Three months of follow-up via email
- ◆ One year of informal consulting via email / telephone

Credential Earned: Kirkpatrick Certified bronze level status, certificate, virtual badge, ability to use Kirkpatrick licensed materials within your own organization



SILVER LEVEL

This program provides structure and support for program implementation. It serves as a formal checkpoint for program progress and offers an opportunity to modify plans for maximum application and results.

Prerequisites: Bronze level certification and a passing grade on a completed four levels Blended Evaluation Plan for a program

Timing: Just before or during program implementation

Contents:

- ◆ Plan and status update submitted prior to program
- ◆ One-day in-person program or three online sessions
- ◆ Peer group and large group conference calls
- ◆ One year of informal consulting via email / telephone

When significant program implementation progress has

been made (program implementation is complete and results are available), participants prepare and deliver a formal presentation of their program and related results to Kirkpatrick Partners to complete this level of certification.

Credential Earned: Kirkpatrick Certified silver level status, lapel pin, certificate, virtual badge and option to be recognized on the Kirkpatrick Partners website



GOLD LEVEL

This level of certification does not include a formal program; it recognizes the accomplishments of true ambassadors of training value in the field.

Prerequisites: Silver level certification

Requirements: Accomplish one or more of the following describing the program evaluation process, results or best practices in a way that assists other training or business professionals:

- ◆ Present at a trade event or to an audience outside of the participant's own organization
- ◆ Publish a written piece in a trade magazine, journal or book

Credential Earned: Kirkpatrick Certified gold level status, plaque, virtual badge and option to be recognized on the Kirkpatrick Partners website



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FREQUENTLY ASKED QUESTIONS

What is the difference between the Kirkpatrick Four Levels® Evaluation Certificate and Certification Programs?

The certificate program is one day or three online sessions. The certification is two days or five online sessions. All of the content covered in the certificate program is also covered in the certification program, so it is not necessary to take both programs.



The certification program, however, adds the hands-on experience of creating an actual Blended Evaluation Plan™ for a program that you select in cooperation with your in-class group. The plan is reviewed by Kirkpatrick Partners to ensure that it is complete and likely to be successful. Certification also includes additional discussion and application activities, a copy of the book *Kirkpatrick's Four Levels of Training Evaluation*, a year of informal consulting via phone or email, and the ability to call yourself Kirkpatrick Certified in your credentials.



If I take the certificate program first, can I finish my certification at a later date?

Yes, you can upgrade to certification at any time; the cost of the certificate program is applied to the cost of certification. You attend only the second day of in-person certification programs or the last two sessions of online programs.

If I want to become Kirkpatrick Certified, do I need to complete the bronze, silver and gold levels?

No. You can obtain just bronze level certification; thousands of professionals have done this worldwide and successfully applied their knowledge. Upgrading to silver and gold level certification is always an option at any point in the future.

Do I need to complete bronze level certification to be eligible to attend silver level certification?

Yes. The bronze level program is a prerequisite for silver level certification. The silver level program incorporates work that is completed at the bronze level.

Can I obtain the Kirkpatrick Certified status without taking the program?

Like any degree or credential, completing the program is a requirement to earn the right to call yourself Kirkpatrick Certified.

Does attending these programs certify me to teach the Kirkpatrick methodology?

No. These programs certify you to use the licensed Kirkpatrick templates and materials within your own organization. Kirkpatrick Partners does not currently offer a train-the-trainer program.

MORE INFORMATION

Please contact us if you have questions or wish to discuss which program is right for you.

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