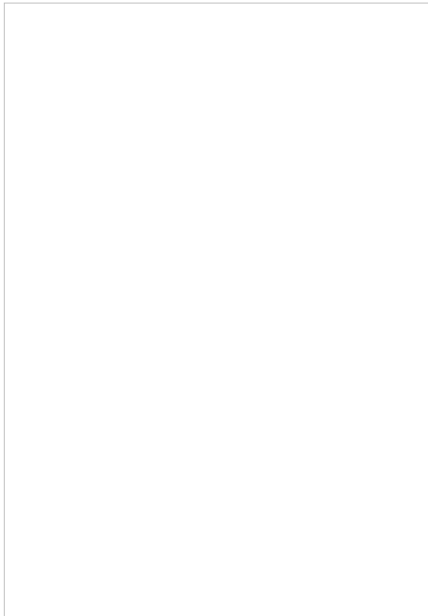


# How do I calculate return on investment (ROI) for training?

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While determining ROI can take a great deal of effort and time, there are four different levels of evaluation to consider.

- **Reaction:** What the participant thought about training.
- **Learning:** Did the participant increase in knowledge and understanding?
- **Behavior:** Have the participants been able to apply the knowledge?
- **Results:** True ROI. What is the full impact on the organizations bottom line

It is a passion of THTE to help training and HR professionals prove their programs have a positive impact and are a great resource for the organization. Advice is always free; we're here to help!

Here is a [ROI calculator](#) to start with and get the juices following.

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