Training and Program Evaluation

AIR applies best practices throughout the instructional systems design process to build evidence- based training programs that enhance the performance of individuals and organizations. Many of the training programs are for high-risk jobs that focus on ensuring public safety. We also design and implement program evaluation studies to validate systems and processes and support organizational improvement and new initiatives.

Here are some highlights of our training development and program evaluation projects:

- Creating a course design guide, developing a course curriculum for students and instructors, and evaluating the effectiveness of the training to achieve individual and program performance improvement

- Conducting needs analyses to identify gaps in worker knowledge, skills, and abilities for specialized jobs based on current and future job designs, many of which are for high-risk occupations

- Designing, developing, and evaluating customized job aids to improve the collection and analysis of data that support individual performance and provide program-level performance metrics

- Developing and implementing research-based program evaluation studies in high-stakes environments concerned with public safety and awareness

- Designing and implementing evaluation studies to ensure system-level accountability of decisions based on performance-related measures

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