	DURING TRAINING	POST TRAINING	
MODEL /TYPE OF EVALUATION	REACTION EVALUATION LEARNING EVALUATION Pre test and post test evaluation: organization, participants, facilitator, material, learning Method	PERFORMANCE EVALUATION Evaluation on competency & performance at work	IMPACT EVALUATION Impact evaluation on target achievement of program /organization
BY WHO	PARTICIPANT FACILITATOR TRAINING TEAM / COMMITTE	place SUPERVISOR	RESEARCHER
TIME	DURING TRAINING	3 – 6 MONTHS POST TRAINING, INTEGRATED TO SUPERVISION ACTIVITIES	AS NEEDED
IMPLEMENTATION COORDINATOR	\	ING COORDINATOR	