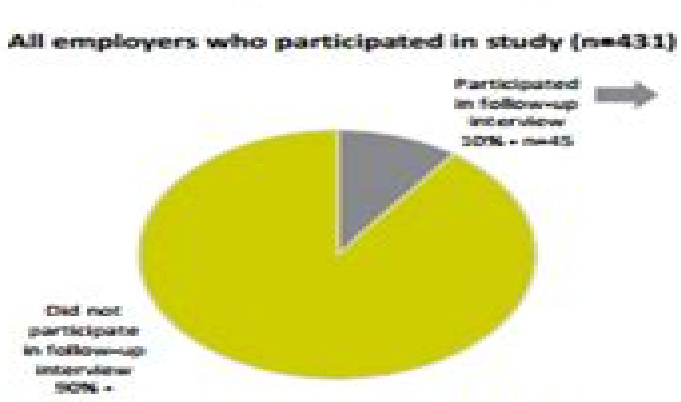
A total of 431 employers participated in the Workplace Training Program; 188 completed a business needs assessment prior to training and 45 completed the follow-up interview (a sample of 10% of total employers). While n=45 is a small sample, the number of employees who belonged to this small group of employers represents a sizable proportion of employees — 25% of the total employee sample. While the relatively large number of employees covered is a positive, there is some evidence to suggest that the training experience for employees whose employers participated in the follow-up interview was slightly different than the experience of those employees whose employers did not participate. One key difference between the two groups was that the employees whose employers participated in the follow-up interview were more likely to belong to a single employer cohort (53%) than employees whose employers did not participate (23%). And because participating in a single cohort was associated with higher document use gains, employees whose employers participated in the follow-up interview also tended to have higher document use gains. There were no other notable differences between the two groups.



Total employers who participated in the program (n=431)		
	n=45 employers who participated in the follow-up interviews	n=386 employers who participated in the program but did not participate in the follow-up interviews
Employees belong to...	201 employees belong to this sub-sample of n=45 employers	629 employees belong to the group of employers who did not participate in follow-up interviews
Single employer cohort	53%	23%
Cohort that included 2 to 4 employers	14%	24%
Cohort that included 5 or more	33%	53%

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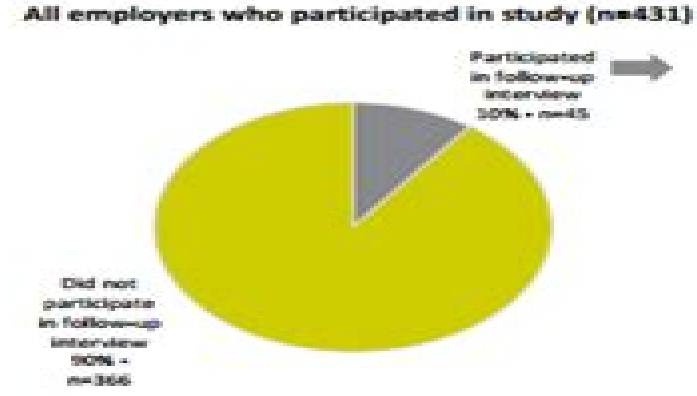

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Example Of A Training Report

Scott C. Dulebohn

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