



Measuring Training Value: A Data-Driven Approach to ROI in Central Government

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Project Aim

To design, implement and evaluate an enhanced data-driven framework for measuring training return on investment (ROI) within a central government organisation.

Objectives

- ✓ Review existing training evaluation models
- ✓ Identify limitations of the current process
- ✓ Design and enhanced data collection framework
- ✓ Develop a Power BI dashboard
- ✓ Evaluate the proposed solution

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Problem Statement

- ✗ Strategic Objectives not captured
- ✗ Skills not recorded
- ✗ Difficult to evaluate ROI
- ✗ limited management reporting

Existing booking screen

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Proposed Solution

An Enhanced Data Collection Framework (EDCF) was developed using the Microsoft Power Platform to improved collection of training data. The framework captures strategic, skills and organisational information that enables more comprehensive reporting and supports future ROI analysis.



Power Apps
Course-Centric Booking



Power BI
Interactive Dashboards



SharePoint
Enhanced
Data Repository



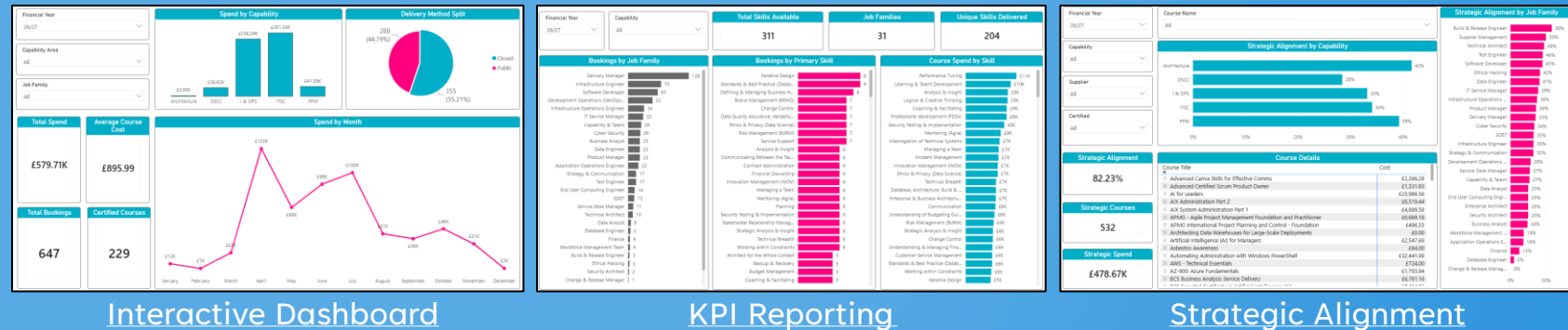
Better
Decision Making

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Prototype Implementation

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Power BI Dashboard



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Results & Conclusion



Enhanced data collection framework developed
Working Power Apps prototype implemented
Interactive Power BI Dashboard created
Strategic objectives incorporated into training bookings
Improved reporting to support evidence-based decision making

The prototype demonstrates how enhanced data collection can improve organisational reporting and provide a stronger foundation for measuring training value and supporting future ROI analysis.