

## What does effective learning mean?

By Leng Chhay

### Learning needs and learning request

- Learning needs are gaps in knowledge, skills and attitudes that need to be developed
- Learning needs come from situation/tasks that were not done well or weaknesses
- Learning request is a learning event that staff want to participate, but not necessary have intention to address certain staff weakness or problem.

### Measuring the effectiveness of learning

- Learning event can be assessed just after the completion of that event.
- A good learning event (e.g. comfortable place with air-con, good refreshment and snacks, many handouts, many inputs from facilitators etc) does not automatically mean that the learning is effective.
- A learning is effective when it address the identified learning needs, and has achieved learning outputs, outcomes and impact.
- A learning outcome and impact cannot be realized just after learning event.

