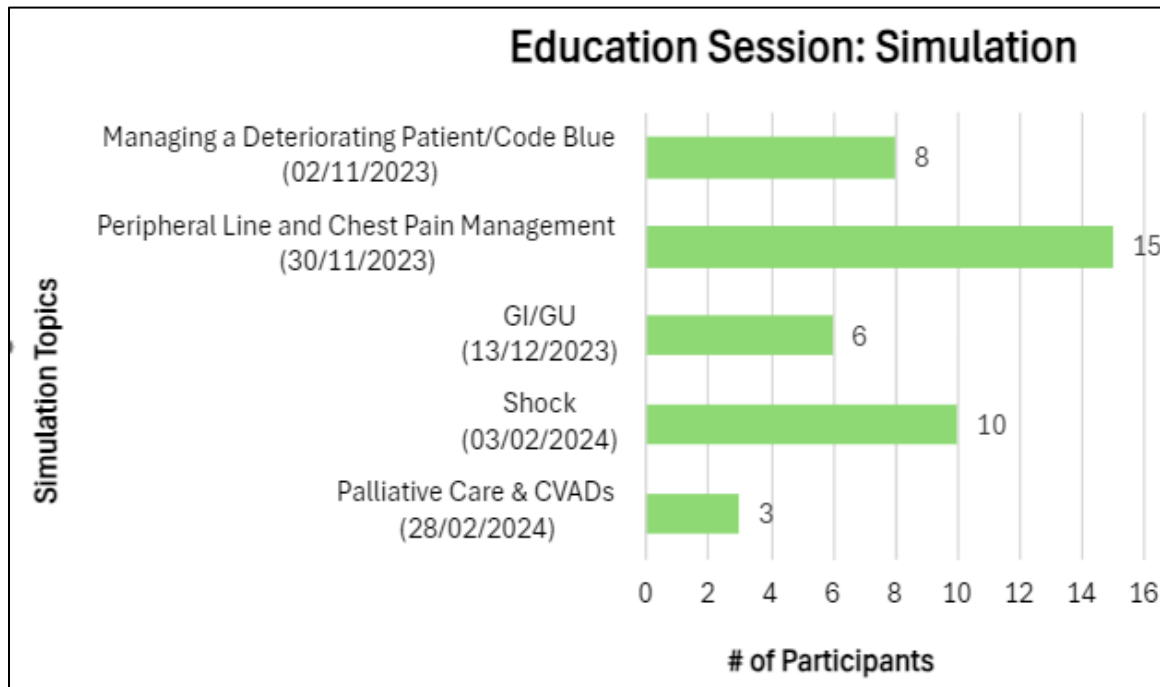
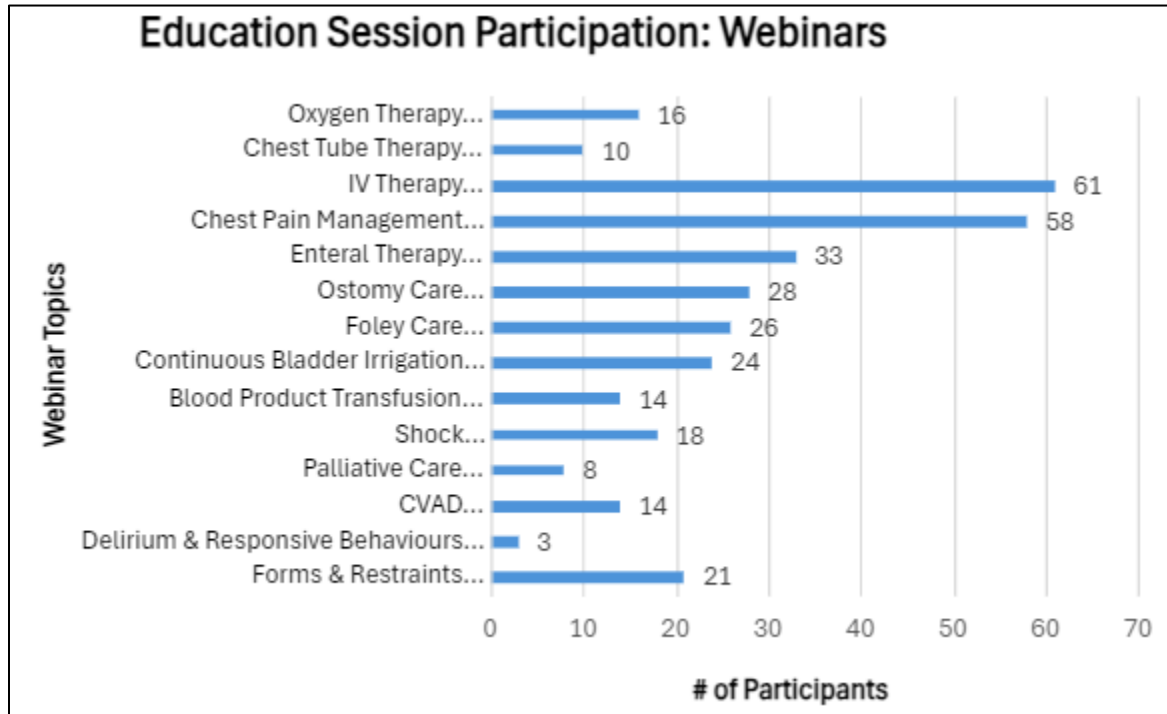




**Quantitative Data**

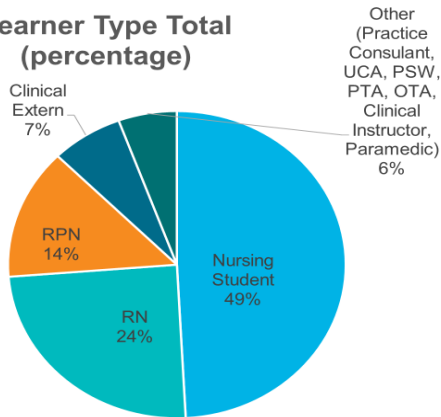
**TIPS Session Participation**



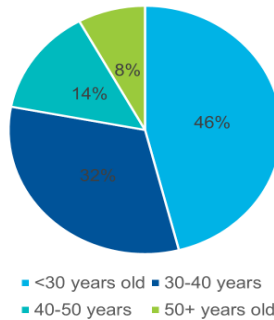
## TIPS Demographic Data

### Demographic Data

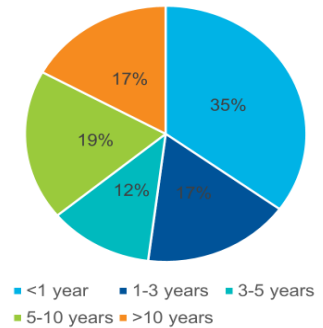
**Learner Type Total (percentage)**



**Age of Participants (percentage)**



**Years of Experience (percentage)**



## TIPS Program Evaluation

### Program Evaluation: Kirkpatrick Model

**Level 1: Reaction**

- The degree in which participants find the training favorable, engaging, and relevant to their jobs.
- The TIPS program obtained this data through post- Webinar and Simulation surveys.

**Level 2: Learning**

- The degree in which participants acquire intended knowledge, skills, attitude, confidence, & commitment based on participation.
- Methods used in this program: knowledge checks during webinars, discussions, case scenarios, role play, simulations, and pre- and post-session surveys.

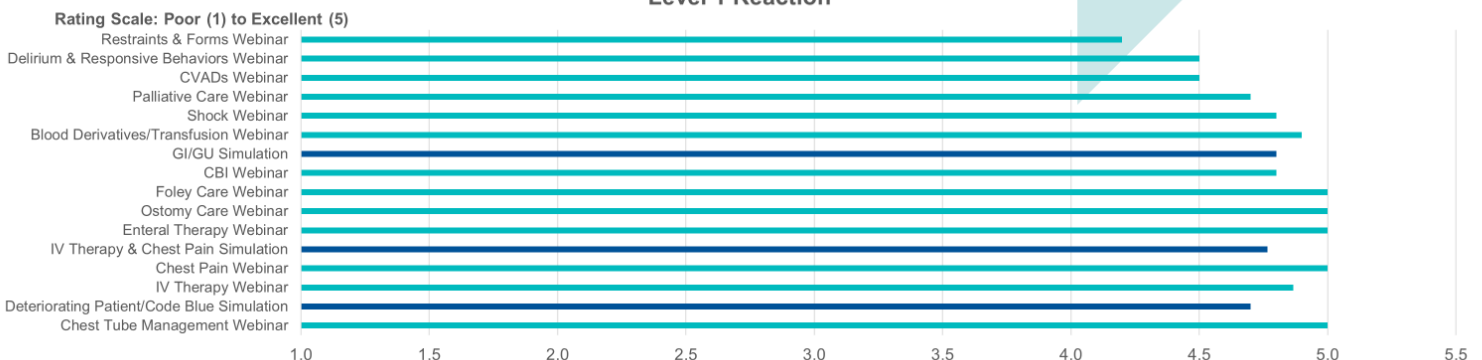
**Level 3: Behavior**

- The degree in which participants apply what they learned during training when they are back on the job.
- Evaluated through a competency checklist during simulation.
- One hundred percent compliance during in-person skills and simulation sessions.

**Level 4: Results**

- The degree in which targeted outcomes occur as a result of the training.
- Plan to measure employee satisfaction, employee-job confidence, engagement, and turnover rate.

**Level 1 Reaction**



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## Level 2

