

Key Factors Influencing Transfer of Learning

- Training relevance and applicability to job
- Opportunity to use the training
- Evaluate transfer via formal qualitative and quantitative instruments, send a postcard prompt of TOL concept
- Before, during, and after factors/forces: pre-training preparation, trainer strategies during, and meeting with a supervisor after
- Participant perceived learning
- Training/organization congruence
- Application planning and monitoring: reflection on practice can be done via supervision, team meetings, while interacting with clients
- Co-worker support for training and application
- Supervisory support for training and application
- Participant motivation to attend prior to training
- Trainer strategies: application strategies before and during, and their importance as transfer motivators



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