LEARNING GAIN TOOL®

Research Toolkit

The Learning Gain Tool ®

Measure what matters. Demonstrate what works. Strengthen what comes next. The Learning Gain Tool®, developed by **Research Toolkit**, is a robust, flexible evaluation instrument designed to measure the impact of training, placements, and development programmes using structured pre- and post-intervention data.

Originally developed to evaluate the effect and impact of researcher training provision, the tool has since been applied across higher education, NHS Trusts, summer schools, and multi-institution regional collaborations.

What it does

The Learning Gain Tool® captures distance travelled. Participants respond to carefully designed statements using a 1–10 scale (from strongly disagree to strongly agree).

By collecting responses before and after an intervention, the tool provides clear evidence of:

- ✓ Skill development
- ✓ Confidence and capability growth
- ✓ Shifts in commercial awareness and employability
- ✓ Perceptions of preparedness and performance

The result is a quantifiable, defensible measure of impact.

How it works

Pre and post activity surveys capture baseline and end-point data

Statements are grouaped into agreed competency themes (e.g. personal effectiveness, engagement and influence, commercial awareness, employability)
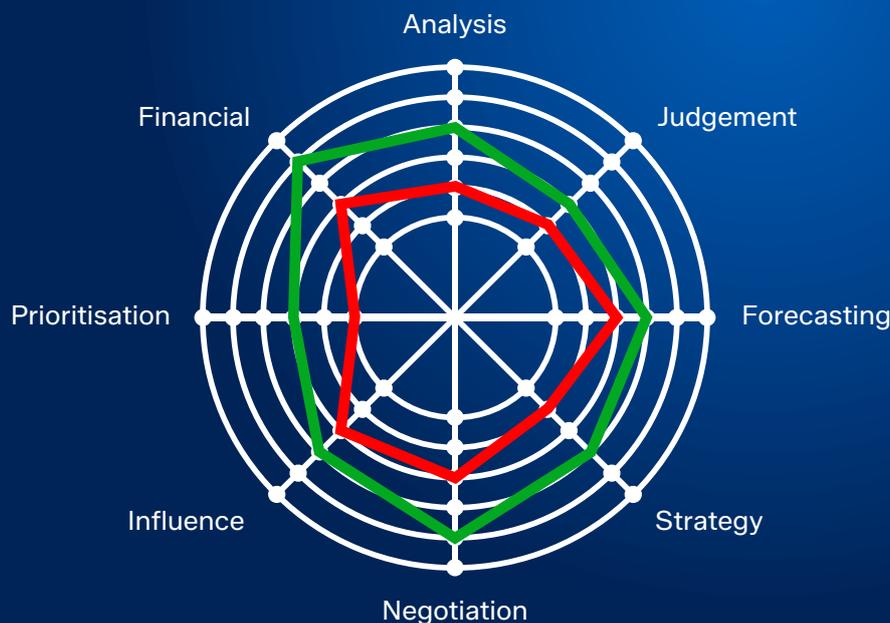
Results are presented visually - typically as radar charts - enabling immediate interpretation at both individual and cohort level

Data can be clustered by institution, cohort, theme or stakeholder group for strategic insight

The tool is fully web-based and device-responsive, making deployment straightforward across programmes of any scale.

EXAMPLE ANALYSIS: Commercial Awareness

Radar chart axes: Analysis, Judgement, Forecasting, Strategy, Negotiation, Influence, Prioritisation, Financial

● **Beginning of Programme**   ● **End of Programme**

Why it matters

For programme leads and funders, the Learning Gain Tool® provides:

- ✓ Clear evidence of programme effectiveness
- ✓ Comparative analysis across cohorts and institutions
- ✓ Identification of high-impact and lower-impact areas
- ✓ Insight to inform programme redesign and optimisation
- ✓ Data suitable for reporting to governance bodies and stakeholders

For participants, it provides:

- ✓ Structured self-reflection
- ✓ Insight into strengths and development priorities
- ✓ A tangible visual representation of progress

Applications

The Learning Gain Tool® has been successfully used to:

- ✓ Evaluate doctoral internship schemes
- ✓ Assess changes in NHS training provision
- ✓ Examine the effectiveness of university Summer schools
- ✓ Support regional multi-institution evaluation strategies

It is adaptable across enterprise programmes, leadership development, employability initiatives, widening participation schemes, and innovation accelerators.

In Short

The Learning Gain Tool® turns perception into data, and data into actionable insight. If your programme needs credible evidence of learning, behavioural shift, or skills development - this tool provides it.