



1) Improvement of IPA's Learning and Development activities

1.1 Training Needs Analyses (TNA) is conducted in consultation with various stakeholders and end users.

1.2 Learning and Development programmes and activities are revised.

1.3 Enhanced methodologies delivery processes including the greater use of blended/action learning and digital means of communication are integrated.

1.4 Criteria for selecting trainers based on their knowledge, skills, and attitudes (behaviours) are revised.

2) Devising methodologies for evaluating the impact evaluation of IPA programmes

2.1 Cost-effective evaluation tools that are adapted to IPA's needs are evaluated.

2.2 Feedback about training programmes effectiveness together with measures for performance evaluation is well captured and integrated into IPA processes.