

Beyond CPE Hours

The Prove It Framework for Learning Impact



Gary Allison

*Director of Learning Applications
Spirall by LCvista*

Our goals today

- Share why attendance, completions, and CPE hours tell only part of the story
- Explain the difference between activity metrics and learning evidence
- Introduce the Prove It Framework: Learning, Retention, Application, and Readiness
- Provide examples of how firms can measure learning impact at each level
- Discuss barriers that prevent organizations from proving learning impact
- Answer your questions

What is Spiirall by LCvista?

Spiirall is a **managed service** to help L&D teams deliver **superior talent outcomes**.

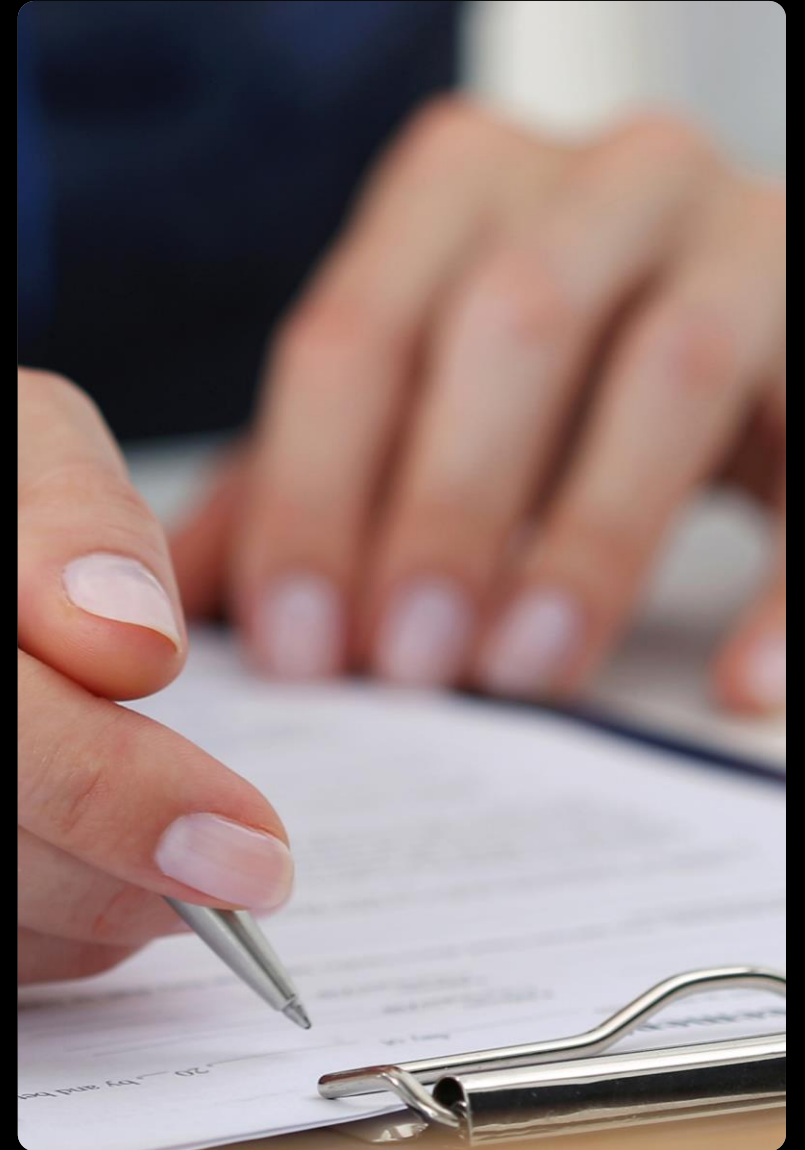
- Jumpstart learning **strategy**
- Implement best-practice development plans
- Access specialized programs (e.g. CAS, emerging leaders, etc.)



The Challenge

Training Happened.
But did it work?

What evidence do we have that
learning made a difference?



Poll

Which of the following can your organization measure today? (select all that apply)

- Attendance
- Completions
- CPE Hours
- Learning Impact

Why Traditional Metrics Fall Short

Metric	What it tells us
Attendance	They showed up
Completion	They finished
CPE Hours	They earned credit

The Measurement Gap

What We Measure

Attendance
Completions
CPE Hours

**G
A
P**

What Leaders Want to Know

Did they learn it?
Do they still know it?
Did behavior change?
Can they do the work?

Poll

Which question is hardest for your organization to answer today?

- Did they learn it?
- Do they still know it?
- Did behavior change?
- Can they do the work?

The Prove It Framework

Moving Beyond Activity Metrics to Meaningful Learning Evidence

Most Firms Measure

- Attendance
- Completions
- CPE Hours

These metrics tell us that training happened.

Learning

Did they learn it

Retention

Do they still know it

Application

Did behavior change

Readiness

Can they do the work

Readiness is what we measure.

Business impact is what readiness enables.

Activity Metrics → Evidence → Impact

Learning – Did they learn it?

Prove

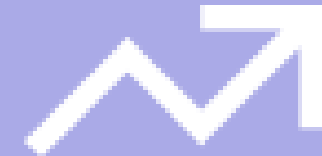
Knowledge increased

Evidence

Pre/Post Assessments
Knowledge Checks
Scenario-Based Questions
Case Study Analysis

Example

86% (post)



68% (pre)

Key Takeaway – Attendance doesn't guarantee learning.

Retention – Do they still know it?

Prove

Knowledge persisted

Evidence

Retention Boosters
Follow-Up Assessments
Reinforcement Activities
Microrefreshers

Example

86% (immediately after
training)



62% (30 days later, no
reinforcement)

Key Takeaway – The Forgetting Curve is real!

Application – Did behavior change?

Prove

Evidence

Example

Learning is showing up in
practice

Manager Observation
Work Product Review
Action Plans
Practical Application Activities
Peer Feedback

Managers report increased use
of the new documentation
methodology.

Key Takeaway – People often revert to familiar routines under pressure.

Readiness – Can they do the work?

Prove

Evidence

Example

Performance meets expectations

Simulations

Performance Assessments

Structured Observation

Learner successfully completes a realistic client scenario independently.

Key Takeaway – Readiness requires a clear definition of success.

Different Evidence Answers Different Questions

Question	What We're Trying to Prove	Example Evidence
Did they learn it?	Knowledge increased	Assessments
Do they still know it?	Knowledge persisted	Retention Boosters
Did behavior change?	Learning is showing up in practice	Manager Observation/Work Product Review
Can they do the work?	Performance meets expectations	Simulations/Structured Observation

Poll

How confident are you that your organization could begin implementing this framework today?

- Very confident
- Somewhat confident
- Not very confident
- Not sure where to start

Where To Start

Pick one question you can't currently answer:

Did they actually learn it? → **Add a post-assessment**

Are they still retaining it? → **Build one reinforcement touchpoint**

Is it showing up in their work? → **Create one observation or check-in**

Questions?

Next steps

- Stay tuned for our next webinar July 30:
The Real Risk Isn't AI or Offshore Talent. It's standing Still
- Reach out to your Account Manager if you are curious to learn more about Spiirall
- New to LCvista and have questions? Reach out to Amanda (ahollingsworth@lcvista.com)

Thank you!

info@lcvista.com

Lcvista.com