





Learning Assessment Tools: Advantages and Risks

Adult Learning Certificate Program

Tool	Advantage	Risk
 <p>Individual Interviews</p>	<p>Provides richness of data from each participant.</p> <p>Provides flexibility to respond to a particular interviewee.</p>	<p>Can provide low consistency of data across many interviewees.</p> <p>May be time-consuming to use if many respondents are involved.</p>
 <p>Observation</p>	<p>Provides focused data on job gaps or task gaps.</p> <p>Can pinpoint job or task performance as required.</p>	<p>Data can be challenging to collect, depending on when and where a task is performed.</p> <p>Inconsistent use of rating tools can negatively affect data.</p>
 <p>Focus Group</p>	<p>Provides flexibility to respond to multiple ideas.</p> <p>Can generate synergy and stimulation among a group of participants.</p>	<p>Group dynamics may negatively affect data.</p> <p>Data transcription and summary can be costly.</p>
 <p>Survey</p>	<p>Easy to administer.</p> <p>Provides quantitative data that is easy to tabulate.</p>	<p>Returns can be low.</p> <p>Does not allow for depth of engagement or flexibility when data are collected.</p>