



# Kirkpatrick® Learning and Performance Center of Excellence Accreditation

The Benchmark for Strategic, Impact-Driven Organizations

THE GLOBAL STANDARD IN EVALUATION

## Why Pursue Organizational Accreditation ?

- **Benchmark Your System**  
Receive a confidential evaluation maturity and benchmarking report to track your progress and compare with peer organizations.
- **Prove Strategic Value & Protect Your Investments**  
Demonstrate how your learning efforts directly influence behavior, performance, and organizational results.
- **Reduce Waste & Increase Optimization**  
Identify ineffective programs early and channel resources toward what drives real impact.
- **Build Capacity**  
Ensure your team is equipped with the right certifications (Architect, Analyst, Performance Designer, and Champion) and supported with the latest tools and templates.



- **Receive Continual Updates**  
Stay ahead of emerging challenges with continuous access to updated tools, templates, and best practices grounded in the latest learning science and operational demands.

## Lead the Way in Performance-Driven Learning

Join a Global Community of Organizations Accredited for Excellence in Training Effectiveness and Measurable Impact

**EARN ACCREDITATION**

Kirkpatrick Partners

**Earn Accreditation**

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# The 10 Domains We Evaluate

Accreditation is assessed across ten capability areas. Strong organizations will have existing infrastructure in most of these – gaps are normal and expected.

## Organizational Alignment with the Kirkpatrick Model

Your learning strategy, policies, and evaluation language are explicitly connected to enterprise goals and the Kirkpatrick Four Levels®.

## Blended Evaluation Plan Design & Implementation

Structured evaluation plans that address all four levels are co-created with stakeholders and used consistently across programs.

## SOP Integration & Infrastructure

Standard operating procedures for evaluation exist, are followed, and are embedded into how learning work gets done.

## Culture of Evaluation & Continuous Improvement

Post-program reviews happen regularly, feedback loops are built in, and evaluation results visibly drive program changes.

## Stakeholder Communication & Leadership Support

Leaders receive quarterly impact reports, business-aligned outcomes are emphasized, and senior stakeholders publicly champion evaluation.

## Internal Capability-Building & Champion Development

Trained champions are active, onboarding and peer learning are routine, and evaluation practice doesn't depend on any one person.

## Cross-Functional Behavior Design & Support

Behavior change plans and manager tools are used, stakeholders are involved before design begins, and behavior metrics are tracked.

## Impact Evidence Collection & Analysis

At least 60% of mission-critical programs collect Level 3 and 4 data using standard tools, and results are summarized and shared within 60 days.

## Systems for Sustainability & Agility

Dashboards, scorecards, and real-time feedback mechanisms are in place, with version-controlled tools and no single point of failure.

## Strategic Positioning & Internal Consultancy Role

L&D is recognized internally as a strategic partner and actively advises other units on learning and performance best practices.

# 6-Question Readiness Self-Check

If you can honestly check four or more of these boxes, your organization is likely ready to apply.

## Question 1

**Our learning strategy is tied to documented organizational goals.**

You have a strategic plan and learning initiatives are explicitly connected to it.

## Question 2

**The Kirkpatrick Four Levels® are embedded in how we design and evaluate programs – not just talked about.**

Blended Evaluation Plans are in use, with at least 80% of initiatives linking to Level 3 and 4 outcomes.

## Question 3

**We have SOPs for evaluation, and they are actually followed.**

Standard operating procedures exist for all four levels and are reviewed regularly.

## Question 4

**Evaluation data influences real decisions, not just reports.**

Program changes are traceable to evaluation insights. Results are shared with leadership quarterly.

## Question 5

**Our evaluation capability doesn't live in one person's head.**

Trained champions exist, peer learning is routine, and evaluation practice is documented and transferable.

## Question 6

**Senior leaders actively support and publicly endorse our evaluation culture.**

Leadership uses evaluation language, requests impact evidence, and backs L&D as a strategic function.

## The Accreditation Process

1

Submit your application and evidence across the 10 domains.

2

Kirkpatrick Partners reviews your submission and identifies where you meet the standard – and where gaps exist.

3

You receive a gap report. Remediate on your own or engage KP to help close gaps – then reapply.

4

Once accredited, annual maintenance keeps your status active. No full audit required year-over-year, only year 3.

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# Benefits

Here's what you receive as a Kirkpatrick Certified Organization.

- Industry recognition as a Kirkpatrick® Certified Organization
- Award presentation at the annual Kirkpatrick Summit
- Quarterly roundtable with other certified organizations – trends, evaluation, and organizational partnership topics
- 10% discount on future Kirkpatrick programs for all participants in the organization
- Reduced ticket price to the annual Kirkpatrick Summit

# Investment

Scaled by organization size. Annual maintenance covers ongoing recognition and the 3-year review – no separate audit fee.

## Small

Up to 100 employees

**\$5,000**

*one-time accreditation fee*

**\$1,500**

*annual maintenance fee*

## Mid-Size

101-500 employees

**\$10,000**

*one-time accreditation fee*

**\$3,000**

*annual maintenance fee*

## Enterprise

500+ employees

**\$20,000**

*one-time accreditation fee*

**\$6,000**

*annual maintenance fee*

*\*Individual certification is required and is priced separately.*

## ★ Founding Organization Status — Now Open

Organizations that accredit in our inaugural cohort receive permanent Founding Kirkpatrick Certified Organization status and their first year of annual maintenance waived.

Founding status closes at Kirkpatrick Partners' discretion – there is no set deadline.

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