

WHAT IS PRE- AND POST-TESTING?

Pre- and post-tests are used to measure whether the expected knowledge transfer took place in the participants of a training programme.

Pre- and post-testing aims to find out whether knowledges, skills, attitudes, or behaviours were learnt because of a programme or whether they already existed.

Pre-testing establishes a baseline and should always be done right at the beginning of the training. A baseline is necessary to create a benchmark to which the **endline, created by the post-test**, can be compared to. This allows to measure and attribute the knowledge gain of participants to the training.

Post-testing should (ideally) be done weeks or months after the end of a training to test **long term memory** retention rates.

Pre- and Post-tests help to:

-  Identify knowledge gaps.
-  Attribute results to trainings.
-  Monitor progress.
-  Assess the quality of a training, its content, approach, as well as its trainers.

Testing should always cover all of the topics discussed.

They can have simpler and more difficult questions to ensure that results can be better differentiated.

Questions should be developed by the trainers and their quality be reviewed by M&E staff. If useful, they should be digitalised.

Adapt tests and prepare for illiterate/semi-literate participants accordingly. Check our resource section for a practical [example](#).

Use the results to analyse different training components and make any necessary adjustments to them.

You may use **same questions in your pre- and post-test** to increase the comparability of test results. Do not discuss the correct answers to the pre-test if you plan to re-use them.

Multiple choice tests should always give **at least four** possible answers to minimise the number of correct guesses.

