Analyzing Training Needs and Developing Competency Frameworks

Transformation Pillar:
Talent Architecture & Capability Development

Master the art of analyzing training needs (TNA) and developing competency frameworks to drive targeted training interventions, foster employee development, and propel organizational success.

COURSE OVERVIEW

The Analyzing Training Needs (TNA) & Developing Competency Frameworks Training course is designed to equip HR and L&D professionals with the knowledge, skills, and tools required to conduct comprehensive training needs analyses and develop effective competency frameworks. Participants will learn various methodologies and techniques to identify organizational and individual training needs, conduct gap analyses, and align training programs with strategic objectives. The course will also delve into the process of developing competency frameworks, including defining competencies, mapping proficiency levels, and establishing performance benchmarks. By the end of the course, participants will have the expertise to effectively analyze training needs, design targeted training interventions, and establish competency frameworks to drive employee development and organizational success.

By the end of this course, participants will possess the knowledge, skills, and tools to conduct comprehensive training needs analyses and develop competency frameworks that drive targeted training interventions, foster employee development, and align with organizational goals. They will be equipped to strategically identify and address training needs, ensuring that training programs effectively enhance individual and organizational performance.

WHO SHOULD ATTEND

HR and L&D professionals, training coordinators and line managers who identify training needs or build competency frameworks for their teams and organizations.

COURSE OBJECTIVES

By the end of this intensive learning journey, you should be able to:

- **Understand** the importance and benefits of conducting training needs analyses and developing competency frameworks in driving organizational success.
- **Acquire** knowledge of various methodologies and tools used to
- **identify** training needs at both the organizational and individual levels.
- **Learn** how to conduct comprehensive training needs analyses, including conducting gap analyses and identifying performance improvement opportunities.
- **Develop** skills in designing and implementing surveys, interviews, and other data collection methods to gather training needs data.
- **Gain** proficiency in analyzing and interpreting training needs data to prioritize training interventions and allocate resources effectively.
- **Explore** techniques for developing competency frameworks, including defining key competencies, establishing proficiency levels, and aligning with organizational goals.
- **Learn** how to link training needs analysis outcomes with competency frameworks to design targeted and impactful training programs that address skill gaps and foster employee development.

COURSE METHODOLOGY

A balanced approach between PowerPoint presentation, facilitated discussion, case studies, individual exercises and group-based activities will ensure the direct transfer of skills, information and relevant practical experience. You will practise analyzing training needs at organizational, team and individual levels, and build competency frameworks that link those needs to targeted training interventions.

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