

Organisational Training Needs Analysis

This Assessment has been designed by professional HR consultants who specialise in assisting companies develop their training needs analysis processes.

It is a general assessment that can be adapted for a particular type of business and will provide an outline of all the areas that you need to consider when developing training programmes.

It can also be used as part of the induction process and alongside the appraisal process. In this, the training assessment you can develop your own assessments to help streamline the personal development activities within a business bringing you true focus on both the organisational requirements and those of the individuals.

The assessment process has been based on the international criteria **Investors in People (IIP)**. The IIP standard is a well known and respected international analysis tool proven to have a significant impact in organisational performance improvement with specific links to Organisational Training and Needs Assessment. Many large and small organisations in the United Kingdom and worldwide have adopted the framework standard and have become approved IIP organisations. Many Corporate and Public sector organisations when outsourcing or sub contracting out, look for this badge as a mark of quality.

Primary purpose

The IIP Standard is a business improvement tool designed to advance an organisation's performance through its employees. It helps organisations to improve performance and realise objectives through the management and development of their people. It has three principles to which an organisation must subscribe and key indicators to work towards. An external assessor will look for evidence that these principles and indicators have been implemented throughout the organisation.

The Tailored Training Assessment assists in the continual evaluation of this process, whilst ensuring that any human capital spend is maximised and the results correctly analysed. Used alongside IIP it provides a continual assessment process that can then be linked back to IIP and show commitment to the upkeep of the standard with very little capital outlay.

Comparative reporting can be carried out providing an organisation with valuable data showing which training is effective, as well as those individuals who require additional training, or departments that have core vulnerabilities through lack of knowledge and understanding of their people.

Trends can be identified and the results will assist an organisation substantially improve their performance and profitability through their people.

The Assessment can save an organisation money and can be used by consultants and HR professionals to identify needs, evaluate the impact of any training carried out and show return on investment.



Summary

Investors in People (IIP), provides a flexible framework, which any organisation can use. It mirrors the business planning cycle (plan, do, review) making it clear for organisations to follow and implement in their own planning cycle. The Tailored Training Assessment follows these principals and makes continuous assessment simple and cost effective.



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