



Training Needs Analysis

Identifying the training required by individuals to enable the organisation to meet its objectives. By using appropriate training needs analysis tools and through use of training needs analysis examples, managers can be encouraged to develop a training needs analysis survey form that will enable them to carry out the task effectively and efficiently.

Issues

- High level of wasted effort
- Losing customers
- Staff overstretched
- Low morale and high staff turnover
- Want to develop staff
- Want to gain competitive advantage

Benefits

- Reduce risk of wasting money and time on inappropriate training
- Identification of cost effective solutions and possible funding routes
- Ensuring match between training needs and business objectives
- Identification of areas where training will increase efficiency of staff

The product in action - a case study

The Client

The Merseyside Automotive Group (MAG) – a focal point for the automotive sector on Merseyside.

The Need

To know more about the training requirements of companies within the sector in order that the sector requirement could be understood and used to inform regional development plans.

What we did

Annie Rogers and Stephan Polshaw worked to convince companies to participate in the survey, and then using a training needs analysis survey form agreed with the client the quantified needs of each company through face-to-face interviews.

Consultant(s): Annie Rogers , Stephan Polshaw

How the client benefited

Outputs were achieved in the required time frame.

The needs of the participating companies were understood and quantified to facilitate further planning processes.

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