

Learning needs analysis

Learning objectives

At the end of this course the participants should be able to:

- Define the different types of learning needs;
- Identify the elements that should be considered in a learning needs analysis;
- Identify the elements that require new learning as a result of a new strategic plan or as a result of new organizational objectives;
- Understand the interrelationships between the elements to be considered in training and in learning;
- Identify the elements to be considered in establishing learning priorities.

Content

The content of this course can vary in response to the different needs of clients. The course may include:

- The definition of the different types of learning needs;
- How to analyse the strategic orientations of an organization in order to identify the new competencies that the personnel must acquire;
- How to analyse the environment (human, technological, economic, political, legal and organization of work factors);
- Identification of the interrelationships between the various environmental elements, the learning objectives aimed for, the learning styles of the learners and the subjects to be learned;
- A tool that permit employees to obtain pertinent information that is available and that information that can be less available but essential for the identification of learning needs;
- How to compare and analyse different sources of information so as to validate the exactness of the information obtained;
- How to establish priorities for the learning program.

Course participants and duration

This one day course is normally given to groups of 8 to 12 participants from the same organization. Since different clients' needs vary, we can adapt the schedule, the content and the learning activities so as to respond to specific needs.