



# Learning Needs Analysis Programme

**Health sector organisations spend over £2.9bn per annum on training their employees and it is estimated that a significant proportion of this could be more effectively utilised.**

At this time of constrained financial resources employers more than ever need assurance that their investment in staff training and development

is appropriate, delivers the right knowledge and skills and most importantly of all, produces a positive impact on organisational performance.

The Chartered Institute for Personnel and Development (CIPD) argues that undertaking objective learning needs analysis of staff is essential because:

- Providing learning opportunities increases employee engagement and enables staff to achieve personal and career goals.
- Organisational performance depends on having the right quality of human capital.
- Having a clear idea of what needs to be learned provides a foundation for training and learning professionals to evaluate the effectiveness and impact of learning and talent development to the organisation.
- Well-planned learning is an effective retention strategy.



**Skills for Health's Learning Needs Analysis Programme is a two-fold approach to addressing an organisations' workforce development needs. It helps to identify where improvements can be made to the organisation's learning needs analysis process, whilst also offering an easy to use toolkit to collate staff learning needs across the organisation.**

Firstly, a Learning Needs Analysis Audit is undertaken within the organisation to help define areas where further development is required to improve the process for reviewing and meeting the development needs of staff. The Audit is designed to ascertain whether the organisations' approach to learning needs analysis is fit for purpose and, if not, what can be done to address any identified shortcoming. The Audit also includes benchmarking by which an organisation can consider its performance against its peers.

Secondly, access to the Learning Needs Analysis toolkit which includes support from a Skills for Health specialist forms part of the Programme. This enables the organisation to undertake detailed competence based analysis of its staffs' development needs.

The easy to use on-line tool allows individuals, and line managers, to assess skill levels against nationally recognised standards and identify skills gaps and training needs. The toolkit also provides a means by which an organisation can manage the administration process of collating staff development needs and aggregating the results in an easy to use format.



## Benefits

Skills for Health Learning Needs Analysis Programme:

- Helps target and make efficient use of investment by identifying the learning needs of your staff.
- Helps ensure your staff have the right skills.
- Supports staff engagement.
- Supports Personal Development Planning, induction, appraisal and organisation wide skills audits.
- Helps improve staff performance and motivation.
- The Learning Needs Analysis Programme is underpinned by National Occupational Standards (NOS) – nationally recognised and approved standards.

## Features

- An annual bespoke audit report details the areas for development and highlights the service and process improvements to achieve this.
- Support of a Skills for Health specialist to help you gain optimal benefit from the programme.
- Benchmarking enables comparison of learning needs and skills gaps with other healthcare organisations.
- User friendly and intuitive on-line tool collates skills data from across the organisation.
- Reports produced will outline skills gaps and learning needs.

**The Skills for Health Learning Needs Analysis Programme is a cost-effective solution designed to deliver objective assessment and to inform important investment decisions to target training and development.**

## What next?

Skills for Health, the Sector Skills Council for Health and a not-for-profit organisation has been at the forefront of delivering innovative, sustainable and affordable high quality healthcare workforce development solutions for the past 14 years. Talk to us to help you achieve results and adapt novel, and proven solutions in your area today.

**Please contact your Regional or Country Director:**

### **Jim Moran**

Greater London and South East of England Regional Director  
07826 533346

*[jim.moran@skillsforhealth.org.uk](mailto:jim.moran@skillsforhealth.org.uk)*

### **James Moreton**

East of England and East Midlands Regional Director  
07795 301471

*[james.moreton@skillsforhealth.org.uk](mailto:james.moreton@skillsforhealth.org.uk)*

### **Anne Clarke**

South of England Regional Director  
07795 612688

*[Anne.clarke@skillsforhealth.org.uk](mailto:Anne.clarke@skillsforhealth.org.uk)*

### **Rachel Searle**

Wales Country Director  
07741 249437

*[Rachel.searle@skillsforhealth.org.uk](mailto:Rachel.searle@skillsforhealth.org.uk)*

### **Tim Lund**

North of England Regional Director  
07771 371918

*[tim.lund@skillsforhealth.org.uk](mailto:tim.lund@skillsforhealth.org.uk)*

### **Marc Lyall**

West Midlands and South West of England Regional Director  
07909 944427

*[marc.lyall@skillsforhealth.org.uk](mailto:marc.lyall@skillsforhealth.org.uk)*

### **Gillian Aitchison**

Scotland & Northern Ireland Country Director  
07920 824652

*[Gillian.aitchison@skillsforhealth.org.uk](mailto:Gillian.aitchison@skillsforhealth.org.uk)*



**For information regarding this service, please contact us:**

 [www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk)

 0117 910 2286

 [contactus@skillsforhealth.org.uk](mailto:contactus@skillsforhealth.org.uk)