

Alignment and Relevance: The Products of Effective Training Needs Assessment

CHICAGO, Ill., Dec. 3 (SEND2PRESS NEWSWIRE) – KnowledgeAdvisors, the world’s largest provider of learning and talent measurement solutions, today announced it has released a brand new research report providing benchmark information about how Learning and Development (L&D) and Human Resources (HR) organizations utilize Training Needs Assessments to improve the development of their employees.

The one-two punch that kills training organizations is misalignment and irrelevance. L&D departments fail when they cannot align curricula to meet the needs of the business; likewise they fail their learners when they do not provide relevant training. Effective Training Needs Assessments ensure alignment with business goals and relevant training programs.

KnowledgeAdvisors recently investigated how the learning industry uses Training Needs Assessment. KnowledgeAdvisors’ standard Training Needs Assessment survey was sent to more than 5,000 members of the L&D and HR industry asking them to respond to each question for their organization.

Results showed that many organizations were perfectly aligned with what one would expect. For example, most organizations support leadership development and most leaders support individual development. Other results were more surprising such as a scrap learning rate that was as high as 67% for some organizations.

The results of this survey are available for clients to use as benchmarks, so they can compare how they are using Training Needs Assessments against other organizations.

In summation, KnowledgeAdvisors’ recent survey showed that there are clear views on the strategic priorities within a company and the ways in which needs assessments are applied. KnowledgeAdvisors recommends using a process that covers macro and micro organizational issues and gauging the effectiveness of the training process to determine if organizational changes are needed to make L&D more capable of filling knowledge and skill gaps.

“A tenant to a strategic evaluation approach is alignment of training to business goals. A training needs assessment is the very foundation for this alignment. KnowledgeAdvisors offers a comprehensive training needs assessment tool that ensures that needs are addressed at the highest levels of the organization all the way down to the newly hired associate,” stated Kent Barnett, CEO of KnowledgeAdvisors.

Organizations interested in further details about this research can access the complimentary white paper found at:
<http://www.knowledgeadvisors.com/media-research/white-papers/research-paper-training-needs-assessment-state-of-the-industry/> .

About KnowledgeAdvisors:

KnowledgeAdvisors is the world's largest provider of learning and talent measurement solutions. Leading organizations access its measurement expertise and on-demand software to ensure a high-performing workforce. As a thought leader in Human Capital Analytics, KnowledgeAdvisors provides the most comprehensive analytics solutions in the market. By combining measurement expertise, on-demand evaluation software, and integrated analytics solutions with benchmarking, organizations gain the necessary insights on how to best develop their workforce. For more about KnowledgeAdvisors, visit: www.knowledgeadvisors.com .

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