

Five reasons why Training Needs Analysis

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- Introduction
- What is Training Needs Analysis?
- Reasons 1 – 5
- Summary

Introduction

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- What is a TNA?
- Training Needs Analysis
- Training Needs Assessment
- Paper looks at the importance of training:
 - In an organisation
 - In Land Administration projects

1- The need to understand training requirements

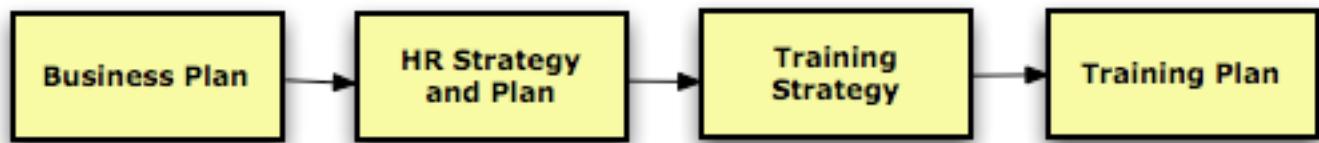
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- Importance of training
- ROI greater than the cost
- TNA
 - PEST
 - Operational context
 - TA projects
 - Other project inputs
 - Multiple providers

2 -The need for a plan

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- If you don't know where you're going.....
- Linked to organisation's business plan



- When, by whom, how, at what cost
- Minimise impact on operational work
- Co-ordination of project inputs

A Training Manager

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- Specialist knowledge / experience
- Single focal point –
 - For directors, managers and staff
 - Holistic view across the organisation
 - Single contact for external stakeholders
 - Management of budget, costs and contracts
 - Avoids overlaps and gaps
 - Management of team of trainers

3 –Maximising the effect of donor funding

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Effectiveness and efficiency

- Training to support other inputs
- Maximise their impact
- Co-ordinated via Training Plan
- Co-ordination of multiple providers
- Monitoring effectiveness of training

4 –An organisation's biggest asset is its staff

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- Productivity
- Job Satisfaction
- Staff retention
- Motivation

5 – Sustainability of skills / knowledge

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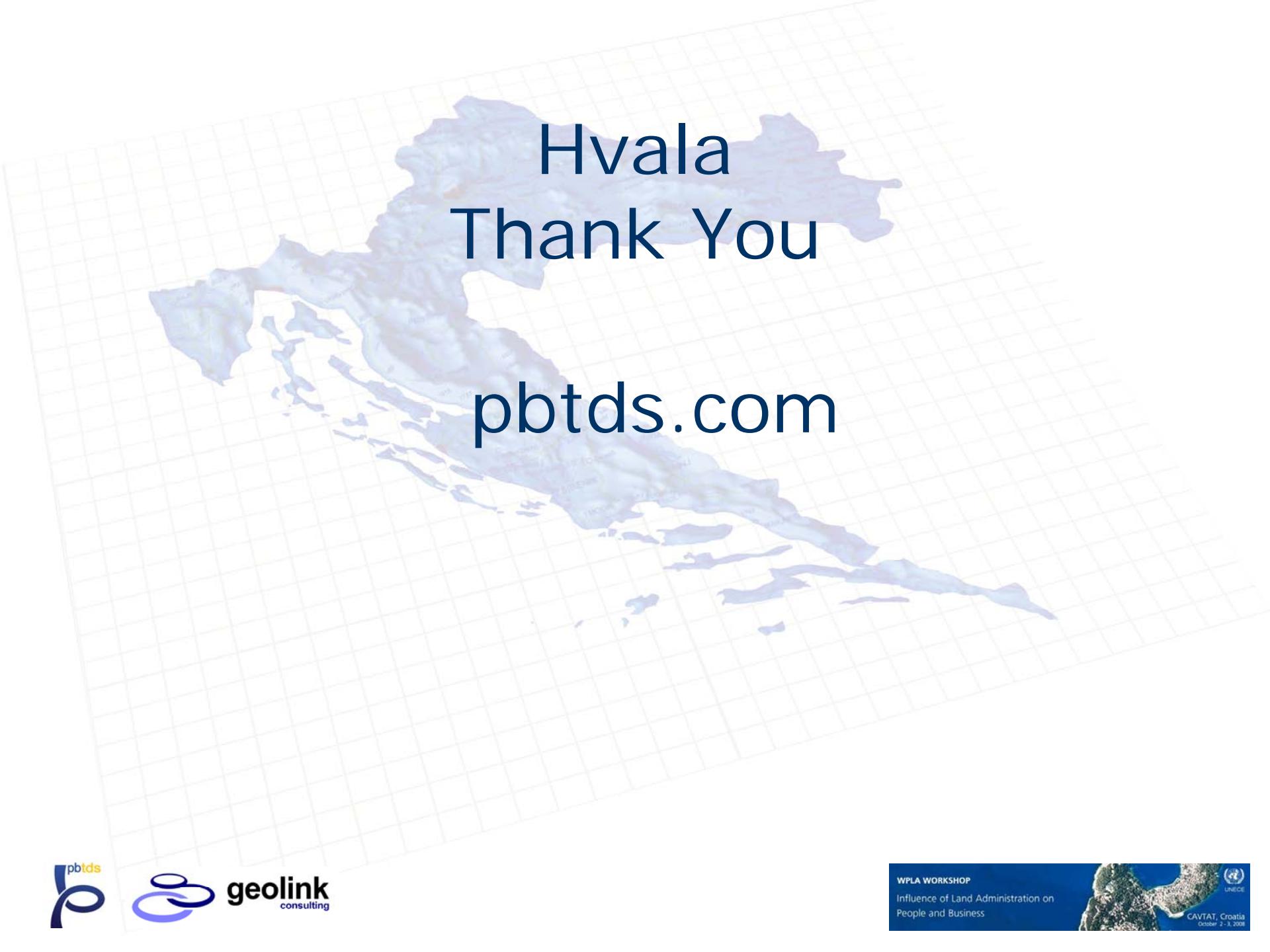
Building capacity in the organisation

- Short term for immediate inputs
- Longer term – management and soft skills
- Induction training
- Training Manager
- Training for Trainers
- Training Strategy and Training Plans

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- Importance of Training
- TNA = Effective planning and delivery
- Impact on organisation's performance
- Impact on organisation's influence on people and business
- Croatian example ...TNA and Audit
- PIU cited by donors as examples of good practice
- Essential for good corporate governance and sustainable land administration projects



Hvala
Thank You
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