

ADVANCED – COMPETENCY MAPPING IN TRAINING NEEDS ANALYSIS



INTRODUCTION

Training needs analysis is the initial steps in a cyclical process which contributes to the overall training and educational strategy of employees in an organization. This basic cycle commences with a systematic mapping of competency, assessing current competency level of employees to identify the learning needs, as well as performing other approaches of needs assessment such as document review, focus group and interview. Although much has been done, there are still opportunities to take needs assessment to the next level by enhancing the competency mapping in aligning it to the needs of fourth industrial revolution.

This advance course delves into in depth concerns in developing Competency Framework beyond the functional and behavioral competencies.

Participant will have the opportunity to learn about advance method in Competency Mapping TNA in preparing organizations with the evolving fourth industrial revolutions.

WHO SHOULD ATTEND?

Trainers / Training Managers and HR professionals who want to upgrade their skills in advanced Training & Development strategies.

OBJECTIVES

1. Explain the Fourth Industrial Revolution – from Industry 1.0 to Industry 4.0
2. Describe Malaysia teaching and learning approach 2025
3. List and explain four enterprising skills in demand moving into Industry 4.0
4. Mapping enterprising skill competency for each job (digital literacy, critical thinking, creativity and presentation skill)
5. Developing Leadership Development Program in preparing leaders for Industry 4.0
6. Innovations in Learning and Development programs through partnerships and self-directed / team directed learning.

COURSE OUTLINE

- Fourth Industrial Revolution
- Enterprising skills in rising demand
- Self-Directed and Team-directed Learning and Development

- Preparing Leaders & Organization for Industry 4.0
- Cost-Benefit Analysis



If you have any enquiries, please contact
+60 (3) 56213630 or
email: info@comfori.com

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