Skill Needs Assessment

fit The Tech Talent Pipeline

What is a Skills Needs Assessment (SNA)?

A SNA is a systematic process used by organisations to identify the current and future capability needs of an organization. It assesses existing levels of skills, attitudes, and knowledge and determines the gaps between the current and desired levels of performance required by the workforce to enable the business achieve its business objectives effectively.

What will it help you to achieve?

- Identify performance gaps and areas for improvement (for which training can address the performance issue).
- Determine the most effective training and development solutions.
- Align learning initiatives with business objectives.
- Identify the most appropriate delivery methods for training and development.

What happens after the SNA is completed?

IDA will work with you to prepare a strategic Training/L&D Plan for the workforce to bridge the gaps identified in the SNA.

It is undertaken over the course of 6 sessions, 5 delivered online and one in person on the client site. It is a facilitated process and includes identifying current hard to find skills, future skills, impediments to talent development and strategies to address this.

If you would like to undertake the skills needs assessment please suggest the times/dates and we will set up an initial call.

Contact a member of the Talent Development and Digitalisation team for further information.

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Skill Needs Assessment / 6 x1 hour sessions

1 How would you define and prioritise the Irish sites training needs – in terms of most pressing and immediate against desired and required.

2 Does the enterprise have digitalisation requirements regarding the use/adaptation of Data Analytics, Cloud Technologies, Customer Relationship Management Systems, QA Systems, Data Processing, Marketing etc. to support the business development plans?

3 Does the client promote sustainable practices, will this be a specific component in the proposed training plan? Are there other sustainability factors that could be considered with respect to carbon emissions, energy efficiencies, responsible sourcing etc.

4 Has the client experienced impediments to developing competencies such as those outlined below?

Time/Cost/Course Availability/Skills Needs Analysis/ Knowledge/Access to Training Provision/Other

5 What type of level of certification would the client perceive to be most appropriate in addressing its current and future training needs?

NFQ5 Programmes/NFQ6 Programmes/NFQ7 and above/Industry Certified Programmes/CPD Programme/Non-Assessed Modules

6 What type of training courses does the client believe to be most appropriate in addressing the training needs outlined?

Continuous Professional Development (CPD)/ Specific Skill Specific Courses/Traineeship/ Internship/Programmes/Apprenticeship Programmes

7 What training course structure would best suit the client:

Intensive compact courses (e.g., day or week-long programmes)/Evening courses - 1-2 evenings a week/ Onsite Training/Online Training/Blended Training