

# Training Needs Analysis

*The key to achieving  
your objectives*



**If your organisation is striving for growth and scale, your staff are your greatest asset.** Training and development is an investment that can result in greater customer satisfaction, improved alignment to the company's corporate culture and better risk mitigation through meeting compliance requirements.

To get the best out of your people, an appropriate training strategy is crucial.



A professional Training Needs Analysis through VMP eLearning will help you to **identify risks and any lack of performance.**

A Training Needs Analysis establishes both short and long-term goals, plus prioritises the respective needs. Whether you are looking to increase sales numbers, mitigate security risks, achieve compliance, reduce number of accidents in the workplace or anything else, **we identify the most important steps towards your goals.** We will also look closely at your current training courses and measurements. Too often, good programs are rendered ineffective by poor targeting or platforms that aren't user-friendly. The right small changes in the process can make a significant difference.

VMP eLearning will liaise with all key personnel involved in the process, from management to employees, to cover all points necessary for a successful, long-term education strategy. This allows us to identify patterns in the work processes, or facilities that need to be changed, to support staff and

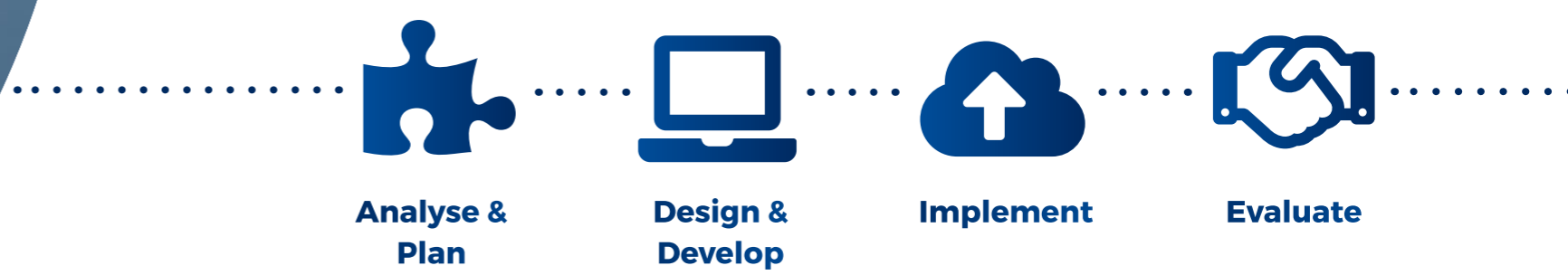
successfully improve their performance. Sometimes, training may not even be required. We protect you from spending money on redundant or ineffective training by taking the whole work environment and work flow into consideration during our analysis. If you do proceed with new training content, the cost of the Training Needs Analysis is deducted from the cost of your solution going forward. Have a proven strategy in place for future growth and success, with the time spent ensuring the best possible result, **FREE.**

To conclude the Training Needs Analysis, **you will be presented with a comprehensive review and written strategy, created from evidence-based research.** A thorough Cost Benefit Analysis will assist you to get the highest possible Return on Investment, and we will ensure you understand why and how to implement the strategy according to industry standard best practice.

## Our Training Needs Analysis is **tailored to your needs.**

From start-ups that need to meet compliance standards or aim for growth in sales numbers to multi-branch organisations that need a holistic analysis throughout multiple departments – **we have the right process to meet your desired coverage and budget!**

Guidance from concept to implementation and beyond. Project management each step of the way. Continuous communication driving progress and quality control. VMP eLearning adapts to your needs.



## What our clients say:



Sunfresh Linen, one of Queensland's largest commercial laundries, grew from a single-location operation to a multi-facility brand with 300 employees laundering over one million pieces per week in recent years.

As with most businesses that see substantial growth, the company found itself in need of a complete overhaul of internal training. General Manager, Daniel George, partnered with VMP eLearning for our Training Needs Analysis program to identify his business' risks, strengths, learning types, and knowledge gaps before beginning the training development process.



*"Sunfresh Linen has grown exponentially, and it was becoming increasingly clear we needed to take **a fresh look at our staff training program.** I was reluctant to engage in another time-consuming process, but **the meeting with VMP eLearning was really effective.** Their staff used their expertise to deliver a report that **allowed me to see our training from an entirely different perspective** - the detail of the report made me feel **much more comfortable with our risks and opportunities.**"*

- Daniel George, General Manager of Sunfresh Linen



## What we do:

In our Training Needs Analysis, we look at

- Your business needs
- Current competencies
- Training methods
- All training costs
- Effectiveness

## What you receive:

Our thorough TNA report includes

- Review of current training
- Compilation of staff interviews and data
- Identification of issues and targets
- Suggestions for course of action
- Recommendations on training measurements
- Full Cost-Benefit and ROI Analysis

To discuss your company's needs and the opportunities to develop your people using the latest methods in educational science, please contact **Dr. Ruth Schwarzenböck** on **07 3324 0900** or email Ruth at **ruth@vmp.com.au** for an obligation free appointment.

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