
Basic aspects of an assessment of demand

Assessment of demand is a central constituent of strategic training.

Recording educational needs in the context of future-orientated employee training should take four basic aspects into account, regardless of which method of assessment is used.

1. The employee qualification – function-related

Function-related employee qualification defines the need from the function descriptions and the core activities.

Functions and tasks form the basis for the requirement profile of the worker. They provide information about the future target requirements for the necessary qualification for this job. By comparison with the current target the need for further training can be identified. Corresponding requirement profiles can then be quickly drawn up. They represent the future targets. On the other hand, the current target, the actual knowledge, the skills and experiences of the worker must also be considered.

2. The employee qualification – future targets

New qualifications are to be built up on time.

This concern the inquiry into the educational needs related to future work requirements in the enterprise. It is wise to give some timely thought to training aims and measures. When planning a plant, the qualifications of the employees shall be planned as well. This is the only way to ensure an organised operation.

3. The employee training – systematic preparation

The employee training should not be carried out ad hoc. Different methods or instruments should be used to address needs systematically. For example, one crucial instrument is the appraisal interview.

A current and future target comparison must be implemented systematically and regularly. By this means the individual needs situation can be identified and requirements for the workplace or in the enterprise can be recognised, so that a suitable further education program can be organised.

4. The training needs – overall view

The inquiry into educational needs must be a solid component of the staff and organisation development.

Here the development of an enterprise and its personnel is merged in one training concept. The future target requirements of the enterprise are combined with current target qualifications, vocational experiences, education and the other qualifications of the individual employee.

The future target side is determined by the company aims, the business processes and the change and development processes within the organisation.