

# Auditing Skills

It has been proven that giving your staff the opportunity to enhance their skills gives your business the boost it needs. However, this being said, spending money on training staff, without first stopping to assess exactly who needs what training is a sure fire way of wasting time and money.

During this hard, financial time, it seems senseless spending money when you don't have to. This is why, for larger companies and organisations in particular, a training needs analysis tool is a must for keeping track of your employees' skills. This kind of tool can help you make the most of your staffs' expertise and really help you get to know where their strengths and weaknesses lie.

Here at STAR we recognise that for any manager, identifying training needs for all of your staff can be a daunting job, especially when training courses and job roles are so diverse. However, taking the time to find out what your staff training needs are and offering the correct training could lead to a more committed team. This is why our sister company 2develop created a bespoke online training needs analysis tool - An audit tool with a difference.

This system has been designed specifically to meet the emerging development needs of organisations and their staff and has evolved vastly since its creation to now include (when required) such things as:

- Demographic Analysis
- Job Role Analysis
- Training Needs Analysis
- Organisational Needs Analysis
- Action Planning
- Instant data reporting
- CPD Recording **(New!)**

STAR and 2develop alike, appreciate the fact that every company is very different and more to the point so are their people. Each member of staff is more than likely, at a different stage in their career and will have different interests and talents, which is why 2develop works in partnership with their customers, ensuring that this e-portal delivers the overall objectives that the customer set out to achieve.

For added support STAR works alongside each customer offering advice guidance and training. Beryl Williams, Training and Development Manager at Greater Merseyside Connexions, who has worked with 2Develop for over 18 months, commented:

*'Staff at STAR have been responsive to our suggestions and have always acted promptly. Their help at the end of the telephone to advise and answer any of our queries has been valued and we have developed a good, professional working relationship.'*

For more information or advice regarding this online tool please contact STAR using the details below.

