

Training Needs Analysis

Identifying Needs

Following the development of the Children's Workforce Strategy, the Department for Children, Schools and Families (DCSF) stated that *'To ensure that children and young people achieve the Every Child Matters outcomes, it is vital to have a children's workforce that is skilled, well led and supported by effective shared systems and processes.'**

This may seem pretty self explanatory but with this major workforce reform in mind, as a school leader, ensuring that your entire team has the correct skills and training to do their job has never been so important. Unfortunately, realising individual's strengths and weaknesses and actually working on these when there are so many new job roles and diverse courses available is not as simple as you would originally believe which is why an accurate skills audit tool is essential for any school.



Since the launch of the only nationally recognised School Support Staff CoVE in 2005 and the subsequent creation of Identifit – An online Training Needs Analysis tool, STAR has been working with schools and Local Authorities across England to help identify their training needs and utilise the skills of their staff.

This bespoke system has been designed specifically to meet the emerging development needs of schools and their people. It enables schools and Local Authorities to monitor activity and development and has evolved vastly since its conception and now includes (when required) such things as:

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

Developing your team

In response to the concept of integrated working for anyone who supports children, young people and their families, 2develop, STAR's sister company offers an alternative e-portal. This online analysis program is aimed specifically at the Wider Children's Workforce and works in line with national agendas, allowing managers to harness their team's skills and identify areas that can be further developed.

For more information on either of these products please feel free to contact STAR using the details below.

