**LARMERBROWN
PLATFORM**
enhancing the learner experience

Training Needs Analysis

The TNA process

Our TNA Service comprises:
- Strategy and Planning
- Interviews or Workshop
- Creation of Job Role Specific Profiles
- Online Assessments
- Automated Results
- Tailored Learning Paths
- Comprehensive Reports confirming user activity and achievement

About Larmer Brown

Larmer Brown has been delivering learning solutions for more than three decades, supporting clients with their learning initiatives and training programmes using a variety of content development tools, both on-premise and in the cloud.

The Larmer Brown Platform is a powerful learning solution offering comprehensive authoring and delivery for all of your learning content. Our solution helps you manage all aspects of learning, including rollout and performance support, change management, compliance and soft skills training.

Identifying knowledge and skills gaps is a major challenge in most organisations, particularly when it comes to enterprise software. Assessing learning needs is the key to delivering efficient training programs and ensuring your workforce performs effectively, especially crucial for legislative requirements.

Undertaking a Training Needs Analysis specific to your applications and user job roles helps to ensure efficiency within your workforce and adherence to the latest regulations. Our Training Needs Analysis tool allows you to automate the identification of skills and knowledge gaps and create learning paths tailored for each user.

The Workshops usually include key stakeholders such as the Project Owner or System Architect, ensuring that we understand your specific business needs and gain an understanding of your user base. It is important at this stage to understand how your users need to utilise the software, aligned to your strategic goals.

These moderated sessions follow an agreed format and uniform approach, with all responses documented for evaluation and reporting purposes. We use a set of standard interview templates but these can be customised to include any specific questions relating to your business and software.

All users are mapped to roles based on their job function and system usage. Our ever increasing assessment database is aligned to the findings identified during the interview workshops. Once users have completed the online assessments, knowledge gaps are identified via the reporting tool and, following analysis, personal learning paths are created.