

**SKILLS FRAMEWORK FOR HEALTHCARE
TECHNICAL SKILLS AND COMPETENCIES (TSC) REFERENCE DOCUMENT**

TSC Category	Education for Healthcare Professions					
TSC	Learning Needs Analysis					
TSC Description	Identify the learning needs of the learners' workplace, department or division in accordance to the Learning Needs Analysis framework					
TSC Proficiency Description	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
				HCE-PDV-4038-1.1	HCE-PDV-5038-1.1	HCE-PDV-6038-1.1
				Interpret and apply learning needs analysis framework to identify the learning needs of the learners' workplace, department or division	Lead the development and implementation of the learning needs analysis framework across the workplace or division	Secure resources, including budget for strategic human capital development to meet demands of healthcare landscape and organisation goals
Knowledge				<ul style="list-style-type: none"> • Purpose of learning needs analysis in continuous learning and development • Stakeholders involved in the learning needs analysis • Learning needs analysis framework • Learning and development guidelines and frameworks in the workplace, department or division 	<ul style="list-style-type: none"> • Organisational strategic direction toward workforce capability development • Organisational guidelines and policies on training and development • Lifelong learning principles, practices and frameworks • Processes in identifying learning needs to meet organisation's strategic goals • Training and learning needs driven by organisational direction and strategies • Service gap analysis framework • Different methods used in learning needs analyses • National and international best practice standards in learning and development for staff 	<ul style="list-style-type: none"> • Strategic human capital development plans • MOH directions on healthcare and workforce transformation

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<p>Abilities</p>				<ul style="list-style-type: none"> Analyse training and learning needs of learners Identify possible barriers to training and learning of learners, including general attitude, motivation to learn and availability of resources Provide feedback on the learning needs analysis framework Educate users on the use of the learning needs analysis framework Align required competencies of staff to available training programmes Determine the suitability of training identified to achieve intended outcomes Identify learners' attitudes toward training and development 	<ul style="list-style-type: none"> Collaborate with human resource department on the learning needs analysis to inform training plans at organisational level Review the Learning Needs Analysis framework with key stakeholders Educate educators on the use of the learning needs analysis framework Develop competency models with reference to the identified organisational, individual and task analysis data Guide the decision making process with reference to the outcomes of the learning needs analysis on the required training and development of the learners Perform service gap analysis to determine training needs of staff Develop the learning needs analysis framework against best practice standards, organisational and departmental needs and constraints Apply latest learning strategies, techniques and technologies to improve the organisation's learning strategy and framework Align required competencies of staff to 	<ul style="list-style-type: none"> Set direction and drive the development of the learning needs analysis framework in alignment with the organisation's strategic direction Endorse training and learning developmental plans and policies Review the learning needs analysis framework against national and international best practices Review internal and external organisational trends and implement framework changes Direct a culture of lifelong learning and skills mastery Develop effective relationships with third party learning partners and organisations Leverage professional networks to seek national or international training opportunities
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					<p>available training programmes</p> <ul style="list-style-type: none">• Determine the suitability of training identified to achieve intended outcomes• Develop supervisory frameworks to enable supervisors to identify learning needs of direct reports independently• Identify and secure resources required for training	
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