

Training Consulting Services offered by Training Partners (TP) is designed to provide a learning and development framework in line with your business strategy and to assist companies with their human resource development in an organized and structured approach.

Our Training Consulting Services framework describes our methodology, which is broadly classified into four different stages, each with its own unique characteristics and deliverables. We add value to your business at every stage of our framework and give you the flexibility to engage us at any point.

01 Training Needs Analysis

Training Needs Analysis assesses your organizational business requirements and identifies the training require to meet the job function and business objectives. The training needs identification is based on key competencies required for each departmental function and job role, which is determined via a series of interview, survey and workshops. Benefits of the Training Need Analysis include a well-defined competency requirement that is matched to each job role.

02 Skill Audit

By applying a consulting methodology supported by a series of manual or web-based assessments and reports, we provide customized skills assessment for specific key functions and technologies for organizations. Skills audit are focused on technical IT areas such as IP networking, security, Unified Communication/Voice & Datacentre.

Key benefits include the ability to assess the current skills level of the staff/department, identify specific strong points and weakness of the various departments, staff and skill areas. This enables the company to align and prioritise their training accordingly.

03 Customized Learning Program

While some Learning Program needs can be met using off-the-shelf training or electronic content libraries, they may lack the mission-specific contents or relevant perspective to fully support your organization's objectives. Many organizations require bespoke Learning Programs, with a multiple delivery methods that are specifically tailored to address their unique objectives and business needs.

We provide a full life-cycle Learning Program systems development that includes:

- Requirements analysis
- Curriculum design
- Program development
- Program implementation

04 Managed Development

Managed Development refers to the continuous training and development of staff with the help of a measurement mechanism to evaluate the effectiveness of training. In our training evaluation, there are 4 levels of measurements. Most trainings only measure level 1 (Reaction) i.e. student's reaction to training. We take a step further by conducting measurements for level 2 (Learning), Level 3 (Behavior) and level 4 (Results) through post-training assessment and monitoring programs.

Post-training assessment refers to the development of an assessment test for students who have completed the training. The results of the assessment will reflect the key learning the student has gained from the training.

Monitoring support provide level 3 and 4 evaluation to measure the extent of knowledge that the student applied on the job and also the return on investment on the business.

For companies who want their staff to undergo certifications, Training Partners offers mentoring support from our senior trainers who will be able to guide them towards their certification preparation. We can also help companies to build a Learning Management System (LMS), to further monitor the progress of their staff training.

Using the Training Consulting Services framework, our training consulting approach enables organizations to identify their training needs and align them to business objectives and strategy, so that they can better managed their training budget by prioritizing their staff trainings and develop their talent more effectively.

Training Consulting Services Framework

- Training Needs Analysis
 - Consulting
 - Training Needs Identification
- Skill Audit
 - Skills Assessment
 - Gap Analysis
 - Training Roadmaps
- Learning Programs
 - Customized
 - Technical
 - Soft-Skills
- Managed Development
 - Post Training Assessment
 - Monitoring Support
 - Mentoring

