Training Framework & R&R Figure 2.3

Training Framework & R&R

Learning Institute Line Departments Competency Assessment Competency management process Competency requirements Formulation of training Competency assessments strategies T&D goals & objectives of **Training Need Analysis** GBG T&D Plan department Development programs for · Identification of critical critical skills skills T&D Plan Coordination of training Subject expert support **T&D** Initiatives Relevant training course program design and Training courses owners plus training implementation On-job training materials and delivery Resources support Study groups Coaching / Job shadowing Quality assurance standards Simulator training Tacit knowledge transfer Knowledge management Experience Sharing Knowledge management · Training assessment (tests, Assessment and evaluation assessment interview, to feedback from the Continuous System reports, check-books etc.) participants, work with line

Evaluation

department to review and update training courses materials