



TRAINING NEEDS ASSESSMENT



**WHO ARE THE
LEARNERS?**



**WHAT DO THE LEARNERS
ALREADY KNOW?**



WHAT DO WE WANT THEM TO KNOW?

**WHAT IS THE CAUSE OF
THE TRAINING NEED?**

**WILL TRAINING REALLY
HELP?**

YES

NO

**WHAT DO (WE
THINK) THEY WANT
TO KNOW?**

**WHAT LEARNING IS MOST
ESSENTIAL? HOW WILL
WE DECIDE?**

**WHAT WILL THE LEARNERS DO WITH THIS
KNOWLEDGE?**

WHAT DATA DO WE ALREADY HAVE ON OUR AUDIENCE?

PAST EVALUATIONS

QUESTIONNAIRES

VOLUNTEER FEEDBACK

ARE THERE PROBLEMS NOT SOLVED BY TRAINING?

WHAT TYPES OF ENVIRONMENTS FIT THE SUBJECT MATTER?

WHAT CONSTRAINTS ARE ON THE TRAINING RESOURCES?