

Training Needs Assessment (TNA)

Are your training programs driving real results? An effective Training Needs Assessment (TNA) helps organizations identify skill gaps, align learning with business objectives, and ensure that investments in training deliver measurable impact. At ASK Development, we partner with organizations to design and implement structured TNA processes that build capacity, enhance performance, and support long-term growth.

Why ASK Development?

- ✓ **Proven Impact** – Over 20 years of experience, training 20,000+ professionals across 100+ organizations.
- ✓ **Customized Design** – Tailored assessment solutions aligned with organizational strategic goals and job role requirements.
- ✓ **Multi-Sector Expertise** – Proven track record of over 30 industries across corporate, and development, and Public sectors.
- ✓ **Compliance to Local & Global Standards (ISO, ESG, ILO, etc.)** – Ensuring quality, transparency, and reliability at every stage in line with Pakistan's Labour Laws, and SECP guidelines.

Key Areas in TNA



Organizational Analysis

Understand strategic goals and align training needs with business priorities.



Job & Role Analysis

Identify skills and competencies required for effective performance.



Employee Assessment

Gather insights on current capabilities through surveys, interviews, and performance reviews.



Gap Identification

Compare current skills with future requirements to pinpoint training needs.



Prioritization

Rank training areas based on organizational impact and urgency.



Training Plan Development

Recommend structured programs tailored to close identified gaps.

Value of TNA

- Aligns training with strategic objectives
- Improves workforce productivity and efficiency
- Ensures optimal use of training budgets
- Enhances employee engagement and career growth
- Builds a sustainable learning culture

