

Training Needs Analysis Results

9th June 2005



GPDV is a QIC accredited organisation

Training Needs Analysis

- Based on competencies from the Australian National Training Authority framework
- General program and project skills
- To inform GPDV workshops/support
- To inform PHCRED programs re research skills development

Training Needs Analysis

- Length of time in divisions

Respondents	0-1 yrs	1-2 yrs	2-4 yrs	5+ yrs
Number:	20	19	48	33
Percentage:	17%	16%	40%	27%

Training Needs Analysis

- High levels of respondents both confident and capable:
 - Identifying stakeholders (58%)
 - Keeping stakeholders informed, running meetings (48%)
 - Setting a timeline (49%)

Training Needs Analysis

- Most either confident and capable or capable but like to polish skills
- 56% interested in being mentored to develop research interests
- 45% interested in being part of a local/regional group to develop research

TNA results

- Needs analysis: Gathering data, identifying data sources re needs and identifying areas where change is needed the areas where a large majority wanted to polish skills or were not confident (62-67%)
- Detailed planning: gaining stakeholder agreement & clarifying methodology with purpose, with aims, strategies and outcomes identified highest need (66-68% want to polish skills or not confident or capable)

TNA results

- Implementation: all skills identified as mostly confident and capable although would like to polish skills, with a small number not confident or capable (10 to 22%)
- Quantitative and qualitative analysis of data the highest need with 22% not confident or capable and a further 59% wanting to polish skills

TNA results

- Evaluation: Both evaluating for intervention and for outcomes a need
- Total for not very confident or capable or would like to learn more or polish skills (74-78%)

TNA results

- Reporting & feedback
- Describing the learnings and implications for changed practice and disseminating the results 66-67% would like to polish skills or not feeling confident and capable

Implications

- GPDV to build into workshops skill development in change management, evaluation skills, and reporting
- Research Working Group to continue to argue to PHCRED that divisions, not just GPs, have an interest in and capacity for research