

IKM for Training



Assessments designed to produce a comprehensive profile of employees to identify training requirements and measure training effectiveness

Most organizations execute generic training programs for entire departments without truly understanding what areas of training are required, and by whom. After much time and investment in training program execution, there are typically no mechanisms in place to determine overall training effectiveness and return on investment (ROI). Using a knowledge measurement solution to establish and evaluate training programs, you will be able to:

- Determine who in your organization needs training
- Understand what areas / tasks / disciplines training should focus on
- Optimize investment balance between training and organizational skill needs
- Ensure training is part of your employee development process (appraisal, recognition, reward)
- Link assessment results to “prescriptive” training courses

- Measures skills, knowledge and behavior
- Largest assessment library in the market
- Utilizes unique industry-leading assessment methodology
- Perfect for identifying training requirements
- Ideal for measuring training effectiveness
- Provides skills database for future searches and analysis

IKM Knowledge Measurement Solutions

IKM's suite of industry specific assessments allows organizations to pinpoint which employees need training and in what areas, as well as determine the effectiveness of training programs - all in the quickest and most cost efficient way. Producing a comprehensive Proficiency Profile™ of knowledge, skill and behavior, IKM's knowledge measurement solutions will determine:

- Necessary knowledge
- Understanding
- Practical experience
- Work speed
- Overall strengths and weaknesses
- Attitudes
- Aptitudes

IKM's knowledge measurement packages are continually being developed and can be viewed by visiting <http://ikmnet.com/available>. A sample of assessments categories available to identify training requirements and evaluate training effectiveness includes:

- Information technology
- Sales
- Clerical: Office, Legal, Medical, Accounting
- Computing
- Aptitude and Attitude
- Call center
- Food services
- Healthcare



Using IKM for Training Best Practices



“ Using IKM we can now assess our teams and tailor training programs where we have identified weaknesses. This will give us greater focus, eliminate wasted training, and pinpoint the individuals that need the most development. ”

Lisa Beaumont
Reuters Software Thailand, Training and Development Manager

Control over training content

IKM's TrainingLink™ solution ensures you have total control over the training courses conducted by your organization. TrainingLink™ is a mapping tool that allows you to link the category headings of any IKM assessment directly to a training course of your choice. Once the solution is mapped to your organization's requirements, an employee will automatically be guided to the relevant part of your designated course should they display a weakness in a given category.

Powerful Functionality

IKM's solutions offer powerful functionality so that you can perform all the tasks required to perform training needs analysis and evaluation. Varying depending on the assessment package used, IKM's solutions include:

- Easy and intelligent reporting
- Standard or customized assessments
- Accessible from any computer with internet connection
- Assessments available in multiple languages
- Utilizes unique methodology for faster and more accurate assessment results

Benefits of using Knowledge Measurement for Training

- Increase job satisfaction
- Reduce staff turn-over
- Improve training ROI
- Encourage self-learning
- Empower your staff

Working in Partnership

IKM works with organizations in partnership to ensure they are better positioned to make informed decisions on recruitment and employee training programs.

Contact IKM Regional Offices to begin the process of enhancing workforce knowledge management across the enterprise.

IKM Regional Offices

<http://ikmnet.com/contact>