

Maximize Your Training ROI with an ISA Needs Assessment

The International Society of Automation (ISA) is your one-stop shop for turn-key professional development solutions. ISA is recognized worldwide as a leader in non-biased education and training programs for automation professionals—from experienced engineers and practicing technicians to newcomers to the industry.

ISA offers unbiased employee skills and training needs assessments to help companies and individuals identify their professional development goals and the specific training they need to accomplish those goals.

How does ISA maximize your training return on investment (ROI)? By helping your company identify and implement measurable, unbiased, and rapid solutions for your professional development needs. We eliminate the training you don't need so your employees can receive the right training at the right place and time. Our solutions-development process consists of three elements:



Each element of our process feeds into the next part enabling us to show you opportunities for improvement and growth, while achieving your short-term and long-term training goals.

Knowing Your Goals Helps Us Better Serve You

The first and most important step in our Needs Assessment process is to learn about your company's goals: **What does success look like to you?**

The next step involves interviews with and questionnaires for your employees—the people who need to be trained—administered by one of our Subject Matter Experts.

After we gain a deeper understanding of your goals and employees' current skills levels, we identify the gaps that exist between the two. Then, we partner with you to develop a master plan, or road-map, to help eliminate these gaps.

Benefits of an ISA Needs Assessment

An ISA Needs Assessment allows you to:

- Use your training budget strategically by investing only in the training you need
- Identify strengths and weaknesses as well as areas where training could enhance job performance to successfully meet identified performance requirements
- Document the knowledge and skills of your employees for clients, regulatory agencies, and other key stakeholders
- Reduce employee time-off work for training
- Demonstrate commitment to your employees' professional development—this in turn can lead to increased employee retention
- Invest in your greatest asset—your employees

The ISA Needs Assessment documentation is useful when undergoing ISO, FDA, or OSHA audits.



Elements of the ISA Needs Assessment

Knowledge Assessment Survey and Analysis—100–125 multiple choice questions that relate directly to identified knowledge requirements

Task Performance Assessment Survey and Analysis—“Self-assessment” for each employee of his or her ability to complete specific tasks related to his or her job

General Performance Interviews—Interviews conducted by ISA’s Subject Matter Expert with each employee and his or her direct supervisor to clarify and enhance the information collected by the surveys

Individual Training Needs Report—Comprehensive Training Needs Report that includes an overall group assessment and individual reports for each employee

Types of ISA Needs Assessments

- Standard to Achieve ISA’s Certified Control Systems Technician® (CCST®) Certification
- Standard to Achieve ISA’s Certified Automation Professional® (CAP®) Certification
- Custom



Schedule Your ISA Needs Assessment Today!

Learn more about the ISA Needs Assessment and schedule one for your employees today by contacting ISA’s Senior Learning Consultants at:

- +1 919-549-8411
- info@isa.org

An ISA Needs Assessment can help you identify which courses in ISA’s Training Paths your employees really need and which ones they don’t.

