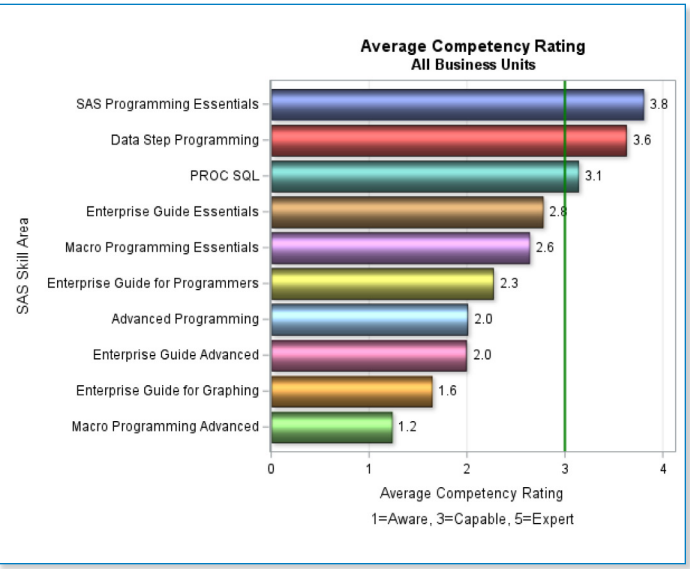
SAS® Education Learning Needs Assessment

A data-driven approach to identify knowledge and skills gaps



What is a Learning Needs Assessment?

It's an analytical way to identify gaps between current and desired skills. You'll get customized learning plans that target performance improvement based on the results.

Why are Learning Needs Assessments important?

Analytic goals of your organization vary between business units and roles. Identifying unique learning needs for each role within the organization is key to creating learning solutions that are tailored to specific skills and requirements.

How is the Learning Needs Assessment used?

An individual's current skills are measured against appropriate competencies and for customarily used software tools. Results are analyzed and aggregated to the team, line of business or organizational level. Learning and development plans targeting areas of skill deficiency are developed to meet the desired skill requirements.

Is the Learning Needs Assessment the right fit for you?

Learning needs can be assessed for employees at all stages of their careers. New hires can be assessed to help plan their onboarding. Existing personnel progressing in their roles can be assessed to identify growth areas and promotion readiness. Finally, staff members interested in switching roles or adopting new technology can be assessed to identify skill deficiencies.

Where are you now?

It's crucial to have a clear picture of the current state of your business. Our Learning Needs Assessment uses data-driven methodology to assess the analytics expertise of your workforce.

Where do you want to be?

Knowing your destination is critical to developing a road map to success. Learning Needs Assessments identify where to focus training – getting your analysts where they need to be.

Key Benefits

- **Build training that addresses needs.** Identify what training is needed and for whom.
- **Improve skills and competence.** Empower your employees with the training needed to streamline their use of SAS® tools.
- **Improve learning and retention.** Tailor your training plan to meet unique needs, making the content relevant and easier to learn.
- **Don't spend more – spend better.** Focus training on the right people with the right content to meet business goals.
- **Increase employee satisfaction.** Effective employees are more confident. Confidence breeds satisfaction. Satisfaction leads to retention.
- **Maximize performance and productivity.** Productivity is measured as output over time. Skilled employees produce more when they are educated for their roles.
- **See returns on your software investment.** Software provides a return on investment – when used correctly.
- **Enhance software adoption.** Adopt new technologies to keep your organization on the cutting edge.
- **Enable succession planning.** Identify the skills of your most advanced employees so you know what to emulate.

LinkedIn's **2018 Workforce Learning Report** reveals that 94 percent of employees would stay at a company longer if it invested in their careers.

What is the process?

The Learning Needs Assessment process consists of multiple phases.

Requirements Gathering and Design: SAS Education consultants facilitate a discussion to define the audience, the topics covered and format of the assessment. For smaller groups, face-to-face interviews may be enough. For larger groups, a survey methodology is employed.

Development and Deployment: Regardless of assessment format, relevant questions are drafted and agreed upon prior to the assessment launch. The tools and technologies relevant to a user's role determine what questions are asked. If a survey method is used, survey deployment options are agreed upon at this time.

Analysis: SAS Education consultants analyze the assessment data to highlight current competency levels across relevant SAS technologies. Additionally, employee self-reported requests for training in these technologies are presented.

Training Plan: SAS Education uses the assessment analysis to craft training recommendations, delivering the right content to the right analysts, in the right format.

	SAS Skill Area									
Business Unit	SAS Programming Essentials	Data Step Programming	Advanced Programming	Enterprise Guide Essentials	Enterprise Guide Advanced	Enterprise Guide for Graphing	Enterprise Guide for Programmers	Macro Programming Essentials	Macro Programming Advanced	PROC SQL
Credit Administration	3.74	3.86	2.51	2.8	2.31	1.85	2.54	2.55	1.58	3.2
Credit Infrastructure Services	4.2	4.36	2.24	3.33	0.83	2.3	2.79	3.7	1.5	4.16
Currency Management	3.57	3.27	1.8	2.57	2.22	1.67	2.02	2.93	1.2	2.64
Customer Retention Analytics	4.13	3.54	1.94	2.56	1.89	1.49	2.15	2.95	1.2	2.79
Marketing Analytics	3.9	3.67	2.55	3.29	2.48	2.08	2.77	2.94	1.96	3.93
Budgetary Control	3.86	3.54	2.24	2.65	2.32	1.43	2.19	2.96	1.9	3.23
Industrial Credit	3.52	3.48	0.67	2.6	1.33	0.75	1.33	1.47	0	2.43
Risk and Compliance	3.46	3.16	1.69	2.52	1.88	1.35	2.03	2.43	1.35	2.87
Economic Policy	3.9	3.9	2.36	2.75	2.53	1.96	2.63	1.73	0.1	3.02
Total	3.8	3.6	2.0	2.8	2.0	1.7	2.3	2.6	1.2	3.1

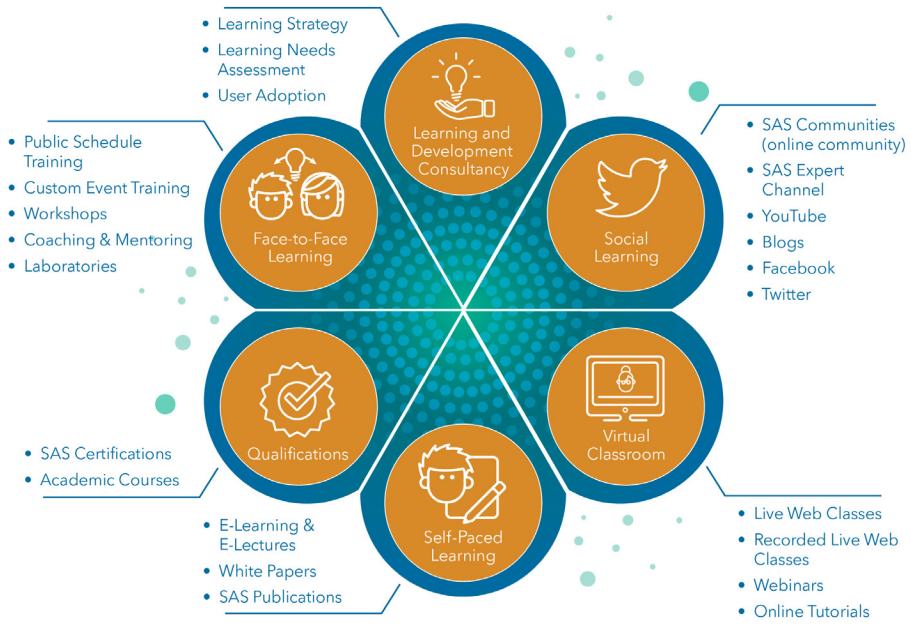
How long does it take?

Duration varies for each Learning Needs Assessment, including:

- Number and complexity of SAS technologies being assessed.
- Method of delivery.
- Size of audience being assessed.
- Communication while gathering requirements.

Right format

Not all training needs to be face-to-face. We offer a variety of training and engagement formats to meet the needs of your diverse and geographically dispersed employees.



TO GET STARTED »

If you're ready to learn more about the Learning Needs Assessments, contact us to get the conversation started. We're here to help your workforce grow.

1-800-727-0025

To contact us by email, click here.

To learn more about what SAS Education has to offer, visit sas.com/en_us/training/overview.html

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