

Assessing Learning Needs

Each individual will have different learning or development needs depending on their current knowledge, skills and experience. The setting and role will also influence the learning needs, particularly for a newly registered nurse.

There are different tools that can be used:

Training Needs Analysis (TNA)

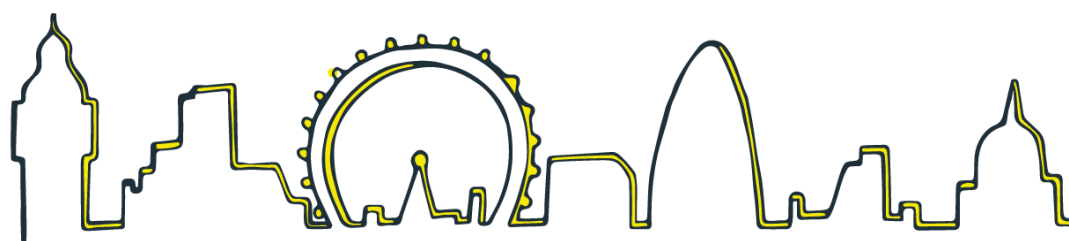
A transitional needs analysis looks at the learning needs over a transitional period, ie from student nurse to newly registered nurse. The learning needs may be additional areas or competencies, the consolidation of learning in practice or gaining experience in different settings. There are generally four steps:

1. Determine the desired outcome by the end of the preceptorship period
2. Consider the NRN's current skills and experience
3. Identify gaps, consider development needs and prioritise these
4. Set SMART objectives

SLOT Analysis

This looks at Strengths, Learning needs, Opportunities and Threats – a different format for looking at where the NRN is in terms of :

- Strengths - existing skills, knowledge and experience
- Learning needs – gaps in current knowledge, skills and experience. Consider required competencies
- Opportunities – what options are there for development ie study days, on-the-job learning, e-learning, observation
- Threats – what will stop the learning, ie time, funding, opportunity



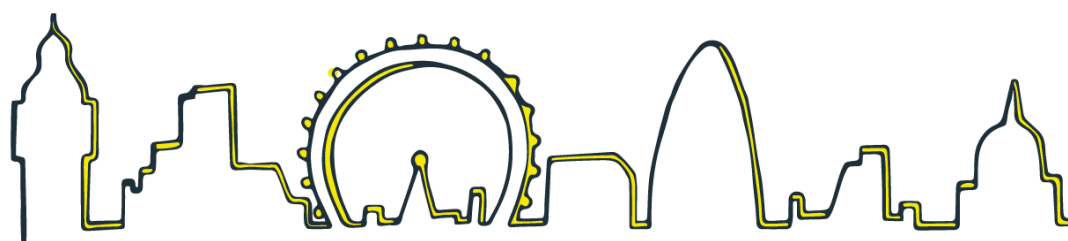
<p>SKILLS</p> <ul style="list-style-type: none"> • Knowledge • Skills • Experience • Attitude 	<p>LEARNING NEEDS</p> <ul style="list-style-type: none"> • Gaps in knowledge / skill • Consolidation of skills • Required competencies • Improvement areas
<p>OPPORTUNITIES</p> <ul style="list-style-type: none"> • Study days • On the job learning • Observation • Resources • E-learning 	<p>THREATS</p> <ul style="list-style-type: none"> • Time and workload • Funding • Appropriate opportunities • Attitude

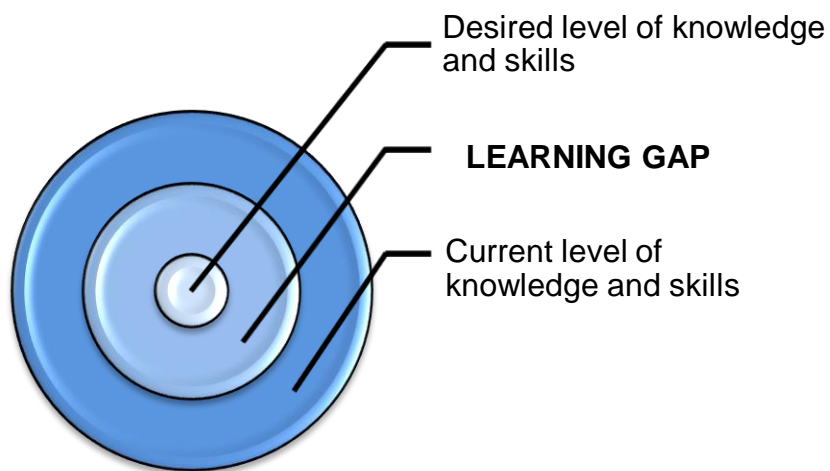
SWOT Analysis

A SWOT analysis is a snapshot of a situation at a given time. It focuses on Strengths, Weaknesses, Opportunities and Threats – very similar to a SLOOT with the difference that a SWOT identifies weaknesses instead of learning needs

Gap Analysis

A gap analysis as a simple way of identifying the gap in knowledge, skills or experience of current level and required level. This helps to determine whether gaps are in knowledge/skill or in application and experience. It also helps to identify a way forward





Once learning needs have been assessed, the next stage is to consider the individual's learning style, the options available within the organisation and decide the best activity before setting SMART objectives.

