

# **Benefits of the Board of Equalization's Training Needs Assessment**

## **Who benefits from the Training Needs Assessment?**

### ***Employees***

TNA identifies for employees, the job core and job development training required of Board positions.

TNA serves as a benchmark for determining what other knowledge, skills, or abilities are needed for various positions to which Board employees may apply for transfer, promotion or training and development assignments.

TNA facilitates cohesion because Board employees are involved in defining their position training needs.

### ***Classification Groups***

TNA establishes a training need baseline for the State civil service classifications used at the Board.

TNA identifies training and other development needed for professional growth on the job.

TNA helps Board's programs prioritize the allocation of resources for continuing technical and professional training.

### ***Board Management***

TNA facilitates focus on priority training and development needs.

TNA provides support for Board budget requests.

TNA helps the Board achieve agency-wide as well as individual program goals.

TNA assists in strategic planning.

TNA improves staff efficiency and effectiveness.

TNA provides a relevant data source for improving agency performance.

TNA provides supervisors with a profile of the knowledge, skills and abilities necessary for employees to perform effectively in a given job function.

### ***Recruitment and Retention***

TNA identifies core requirements for any Board position that applicants seek consideration

TNA provides a tool for the development of interview questions and exams