

USING COMPETENCY-BASED TRAINING TO ENHANCE EFFECTIVE LEARNING

Competency-based training is a great way for businesses to close the skills gap and hire the best people for each position. It also helps employees advance their careers by allowing them to fill personal skill gaps, improve their performance, and gain confidence in their talents. Competency-based training, with the correct implementation plan, can be an influential factor in motivating and a great way to improve corporate performance.



HERE'S HOW TO GET STARTED WITH COMPETENCY-BASED TRAINING AT YOUR COMPANY:



MAP OF COMPETENCIES

Designing a competency map for all positions in your firm is one of the first stages in implementing a competency-based learning model. It might be a good incentive since staff can obtain extremely detailed feedback on how they can improve. Essentially, it's all about letting individuals know what they need to do to be effective at their jobs — precise duties and tangible abilities.

SEGREGATE AND LEARN

For most tasks, having multiple competencies are essential. For example, giving a client presentation requires competencies like communication, problem-solving, customer support, etc. If performance falls short of expectations, at least one of these competencies will require training. It is your responsibility to break things down into workable portions and to determine what the learner should be told.



ESTABLISH REASONABLE DEADLINES

Adequately resolve skill shortages, ensuring that aspirations and actuality are in sync. Setting a realistic deadline will help individuals effectively measure their current progress and gain confidence in what they are learning. It is essential for individuals to learn and reach their highest potential at their own pace and in their own time.

CUSTOMIZATION

Understand that different people have different learning styles, so it is important to discuss learning time frame, learning ways, and its outcomes with each person in order to best suit their learning style. Finally, incorporate competency-based learning into career planning and reward employees based on their individual accomplishments.



UTILIZE RESOURCES AVAILABLE

Use the competency map to figure out which workers are better at which job roles and responsibilities. Try and utilize in-house expertise as much as possible, and wherever feasible, combine people at different levels. A specialist eager to share his knowledge might be a great choice for a hands-on learning strategy that tackles certain competencies.