Role Specific and Competency Based Training

Meaning of Role Based Training

Role-based training refers to the unique approach and customized training, depends on the specific roles and function in a company. It includes task-based and customized training including the workflow and collaboration. Role-based Training puts the training in the context of a specific role and what it takes to perform in that role.

Role based training developed by us allows you to deliver highly customized training content to your workforce in efficient way. We understand your organization's requirement while developing the training so that it can meet your vision as much as possible, which also ensures that your employees learn the skills relevant to their role.

Benefits of Role Based Training

1. **Solve real problems:** The cardinal rule of creating eLearning is to know your audience. By examining each role and talking to people in that role—and their managers—eLearning designers can create focused training that meets real needs rather than trying to cover everything in overly broad strokes.

2. **Personalize training:** Each employee is recommended or assigned training based on the skills and knowledge needed for her role. Adding in a mechanism to test what learners already know takes personalization to another level by enabling individual learners to test out of role-appropriate training that covers material they already know. An LMS or an LXP can automate the process, pulling together job metrics, data from previous training, and results of pretests to create tailored learning paths.

3. **Anticipate and fill skills gaps:** By focusing narrowly on the needs of a role, managers and L&D teams can examine the skills needed in the moment, as well as how the role is changing. They can then identify existing skills gaps and anticipate—and train for—skills that will be needed, whether due to attrition, changing technology, or shifts in the role.

4. **Prepare high performers for advancement:** Tailoring training to a role allows for preparing star employees to take on new roles by creating an individual learning path that fills any gaps in their skills and experience.

5. **Save money:** It might be less costly to create short, narrowly-focused training for each role than to have to constantly update massive eLearning courses each time one element changes. And less employee time is spent on redundant or irrelevant training, saving money and reducing frustration.

6. **Improve engagement:** Over and over, eLearning experts emphasize that in order to be engaging, training has to be relevant to the learners. Offering learners focused training that is directly applicable on the job, and, even better, creating personalized learning paths, will increase learner engagement. They will spend more time on the training, pay closer attention—and potentially improve their performance as a result.

Meaning of Competency based Training

As the name implies, competency-based training is a type of training that is focused on specific competencies or skills. Unlike other more traditional training methods, competency-based training is broken down into much smaller units that are focused on one single key skill. The learner must demonstrate his or her mastery of that single skill or competency before continuing to the next segment of training. The skills are put together into modules and typically at the end the learner receives some form of qualification or certification. This type of training may also be called outcome-based learning/training or skills-based learning/training.

Benefits of Competency-Based Training

There are a lot of benefits of this type of training—for both the employee and employer. Let's take a look at a few:

1. **Time management.** Since the modules are broken down into small units, it can be less daunting to begin. Learners are able to simply complete a unit on an as-needed basis, without having to commit to a longer program all at once. This can make it easier to fit into already

busy work schedules—allowing your employees to gain skills without taking them away from other tasks for too long.

2. **User-directed.** These types of modules are often self-paced, which means they can be completed at the user's discretion. This can allow more flexibility in getting an entire team trained on a particular skill without having to get the whole team together at once. It can also mean that individuals can skip ahead when they already know one component, while those who need extra time can take it.

3. **Reduced cost.** With the way these types of modules are typically used, it can be less expensive to implement than a larger training program, while still garnering many benefits for employees and employers alike. Less money is wasted on components of a program that are not as useful.

4. **Allows personalization.** This type of training can be set up to allow users to "test out" of specific modules, which can mean an entire program can be modified to suit individual needs. One individual may be able to skip modules in which he or she is already knowledgeable, thus saving everyone's time and effort. It can also mean a larger program can be completed more quickly.

5. **Flexible use.** It can be used on its own or in conjunction with other learning methodologies, depending on the overall training goals. Alternatively, it can be used in remedial training situations since individual units can be taken alone and assessed.

6. **Better retention.** Learners can be more focused since they are able to take the training units at times that best suit them.

7. **Workplace integration.** This can be tied to career progression or to receiving pay raises in some cases. This is because this type of training is very objective in nature since it requires the learner to show competency in order to progress.

To implement a competency-based learning program in your workforce, the first step is, of course, to identify the full set of skills that will be part of any training program and create a logical progression from one skill to the next for learners to advance through. Once the various program components are agreed upon, then the actual training can be developed. After such a

program is developed, the organization can assess which employees would benefit most from this particular skill set and put the steps in place for them to be able to participate. Employers would also have the option to partner with other organizations that provide the training and allow employees to utilize the programs already created.