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TRAINING FOR
SKILL GAP

- Effective Skill Gap Management

ABOUT US

Welcome to Pertecnica, your gateway to skill elevation! We specialize in providing targeted training for employees, equipping them with the tools to excel in their roles. Our expert-led programs ensure a seamless blend of theory and practical application, fostering continuous growth. At Pertecnica, we don't just train; we empower professionals for success in today's fast-paced work landscape.

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SPECIALIZED TRAINING PROGRAMS
- for skill gap

Pertecnica Engineering leads the charge in India's employee training landscape, specializing in addressing and bridging skill gaps prevalent among professionals. Our tailored services in this domain meticulously analyze individual and organizational skill gaps to craft customized training modules. Through focused workshops, targeted skill assessments, and personalized development plans, we address specific gaps in areas such as management skills, technical proficiencies, and soft skills.

Employee Trainings for Skill Gap

Skills Audit and Assessment Methods:
- Techniques to conduct comprehensive skills audits.

Competency Mapping and Analysis:
- Mapping required competencies against current skill sets.

Gap Analysis Frameworks:
- Utilizing various frameworks for effective gap analysis.

Employee Performance Evaluation:
- Assessing employee performance against expected skill levels.

Individual Development Plans (IDPs):
- Creating personalized plans to bridge skill gaps.

Needs Analysis in Training Programs:
- Analyzing training needs based on identified gaps.

Quantitative and Qualitative Assessment Tools:
- Using tools to quantitatively and qualitatively measure skill gaps.

360-Degree Feedback for Skill Evaluation:
- **Employing comprehensive feedback mechanisms.**

Industry Benchmarking for Skills:
- **Benchmarking against industry standards and best practices.**

Behavioral Competency Assessment:
- **Evaluating behavioral competencies for professional growth.**

Technical Proficiency Assessment:
- **Assessing technical skills and proficiencies.**

Soft Skills Evaluation Methods:
- **Evaluating communication, teamwork, and adaptability.**

Problem-solving Skill Evaluation:
- **Assessing problem-solving abilities and critical thinking.**

- **Leadership Potential Assessment: Identifying leadership skills and potential for growth.**
- **Analyzing Training Needs by Role: Customizing training based on specific job roles.**
- **Learning Style Assessments: Understanding employee learning preferences for effective training.**
- **Adapting to Technological Changes: Identifying gaps due to technological advancements.**
- **Cultural Competency Analysis: Assessing skills in diverse and global workplaces.**
- **Evaluating Change Management Skills: Assessing adaptability to change in the work environment.**

- **Risk Management Skill Assessment**: Identifying gaps in risk assessment and mitigation.
- **Creativity and Innovation Assessment**: Evaluating creative thinking and innovation skills.
- **Emotional Intelligence Evaluation**: Assessing emotional intelligence for better teamwork.
- **Performance Metrics and Key Indicators**: Using KPIs to measure skill proficiency.
- **Customer Service and Client Management Skills**: Assessing skills in handling clients and customer service.
- **Time Management and Productivity Assessment**: Evaluating time management and productivity skills.

Motivation/
Passion

Self-Awareness

**Emotional
Intelligence**

Empathy

Self-Regulation/
Management

Social Skills

Decision
Making

Decision-making and Problem-solving Assessments:
- Evaluating analytical and decision-making abilities.

Ethical Decision-making Skills Assessment:
- Assessing ethical decision-making in professional contexts.

Project Management Skill Evaluation:
- Identifying gaps in project planning and execution skills.

Adaptability and Resilience Assessments:
- Assessing adaptability and resilience in changing environments.

Conflict Resolution and Negotiation Skills:
- Assessing skills in conflict resolution and negotiation.

Why Choose Pertecnica Engineering?

- **<u>Expertise & Relevant Experience</u>: We have in-depth expertise in the specific subject matter and relevant industry experience. This ensures that the training is not only theoretically sound but also practically applicable to real-world scenarios in the company's specific field.**

- **<u>Customization and Relevance of Content:</u> Our tailored programs that align with the company's objectives, culture, and the specific skill gaps of the employees are highly valued.**

- **<u>Measurable Outcomes and ROI</u>: Our training will lead to tangible improvements in employee performance and productivity, thereby offering a strong return on investment (ROI).**

- **<u>Flexibility & Innovative Delivery Methods:</u> Flexibility in terms of scheduling, format (in-person, online, hybrid), and adaptability to different learning styles. We offer innovative and engaging training methods that keep employees motivated and facilitate effective learning.**