### TSC Category
Education for Healthcare Professions

### TSC
Staff Training Facilitation

### TSC Description
Identify training needs and coordinate staff training according to customised training roadmaps to improve employees' skills and capabilities

<table>
<thead>
<tr>
<th>TSC Proficiency Description</th>
<th>Level 1</th>
<th>Level 2</th>
<th>Level 3</th>
<th>Level 4</th>
<th>Level 5</th>
<th>Level 6</th>
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<tbody>
<tr>
<td></td>
<td>HCE-PDV-4013-1.1</td>
<td>HCE-PDV-5013-1.1</td>
<td>Identify training needs based on skill gaps within the organisation and communicate information relating to the training and assessment programmes, coordinate staff training as well as evaluate effectiveness of programmes</td>
<td>Identify training needs for the organisation, develop training roadmaps to enhance employees' skills and capabilities and take lead to improve training and assessment programmes for continuous improvements</td>
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### Knowledge
- Characteristics of performance standards and criteria to be used as the basis of the learning programmes
- Learning principles
- Purpose and focus of learning programmes
- Types of learning resources, learning materials and pre-developed learning activities
- Methods to develop and document new learning activities and related learning materials
- Types of teaching delivery modes
- Processes for evaluating programme design

### Abilities
- Communicate information relating to training and assessment programmes
- Coordinate staff training
- Evaluate effectiveness of programmes
- Identify training needs based on skill gaps within the organisation
- Clarify purpose and type of learning programmes
- Evaluate competency standards and other training specifications on which to base the learning programmes
- Identify training needs for the organisation
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<tbody>
<tr>
<td>• Develop training roadmaps</td>
<td>• Determine and confirm delivery strategies and required assessment methods and tools</td>
<td>• Provide insights to improve training and assessment programmes for continuous improvement</td>
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