

## COMPETENCY-BASED EDUCATIONAL PROGRAM FOR TRAINING AND DEVELOPMENT PROFESSIONALS NEEDS ASSESSMENT SURVEY

Between March 21 and April 4, 2007, 89 members of the Canadian pharmaceutical community responded to a needs assessment survey on CCPE upcoming competency-based program for T&D professionals. Results are summarized below.

We are grateful to all the participants who took a few minutes to respond.

### Expectations from a competency model

1- As we are planning this new program, we will build from the standard competency model established by CSTD and leading to recognized CTDP certification. After reviewing the following list of competencies could you point out to us what section you would like us to expand or specific questions to be addressed in our new program.

- 1- 82% Analyzing performance and needs assessment
- 2- 74% Facilitating and instructing
- 3- 72% Evaluating training
- 4- 72% Coaching the application of training
- 5- 62% Instructional design
- 6- 7% others

2-Please indicate how you perceive the IMPORTANCE of each competency in your current role.

Competency	Very important	Important	Somewhat important	Less important
Analyzing performance and needs assessment	<b>64%</b>	29%	6%	1%
Instructional design	37%	<b>40%</b>	20%	3%
Facilitating and instructing	<b>69%</b>	20%	8%	2%
Evaluating training	<b>46%</b>	38%	13%	2%
Coaching the application of training	<b>59%</b>	22%	13%	7%

3- Please indicate how CONFIDENT you are in performing the following competencies.

Competency	Very confident	Confident	Somewhat confident	Less confident
Analyzing performance and needs assessment	22%	53%	21%	3%
Instructional design	12%	46%	35%	7%
Facilitating and instructing	38%	52%	10%	0%
Evaluating training	7%	43%	45%	6%
Coaching the application of training	20%	48%	25%	7%

4- What format do you wish this competency-based program to be delivered in?

- **83% Learning resources catalogue to help select relevant references for your development needs**
  - **74% Web-enabled self-assessment**
  - 42% Hard copy competency model
  - 40% Pdf copy of competency model for *ad hoc* printing
  - 36% Learning and development path template
  - 34% CD-ROM enabled self-assessment
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5- As a trainer, indicate if you would be interested to enrol in a formal certification (individual or corporate) process to become a recognized training and development professional

- **66% Yes**
  - 10% All trainers must go through certification as early as possible
  - 6% No
  - 1% I am not planning to stay long enough in training
  - 17% Not applicable
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6- Could such a program become mandatory in your organization?

**77% YES**  
23% NO

7- Who do you think would benefit the most from this program?

- **82% Sales trainers**
- **67% Field trainers**
- **48% Corporate trainers**
- 31% CHE trainers
- 26% Human resources trainers
- 24% All of the above
- 20% CHE Managers
- 13% Compliance program trainers
- 11% Scientific affairs trainers
- 5% Training suppliers
- 4% Production facility trainers

8- Would you be interested to attend pharmaceutical train the trainer activities delivered in Canada through CCPE partners to help you master the desired competencies?

- **76% Yes**
- 11% No
- 4% There are sufficient resources available already
- 9% This would certainly become a mandatory program for most of our new trainers

### **Demographic questions**

Describe your position:

- **24% Sales Management**
- **22% Training Manager or Director with administrative responsibilities**
- **17% Training instructor with a therapeutic area focus**
- 11% CHE
- 10% Others
- 9% Field sales training
- 6% Training instructor with a soft skills focus
- 1% Human Resources

Where is your head office?

- 60% Toronto area
- 35% Montreal area
- 5% Other