

Build the skills framework



RH-4 2 Days (14 Hours)

Description

Forecast Jobs and Skills Management (GPEC) constitutes a major challenge in supporting the company's strategic choices and preparing for changes in the professions. However, companies wishing to implement GPEC often come up against a lack of methodology or overly complex approaches and tools. This training provides HR Managers or Employment Managers/GPEC with a methodological framework and essential tools to build a skills framework, adapted to the challenges and easily understandable and usable by everyone. As managers are the first relays in the identification, development and evaluation of their teams' skills, this training provides keys to involving them in this approach and communicating educationally around the project.

Who is this training for ?

For whom

RRH, HR specialist or any HR executive in charge of constructing skills frameworks.

Prerequisites

- None.
- Training dedicated to building a skills framework.

Training objectives

- Define the notion of skills and choose your model.
- Distinguish between skill levels.
- Build and maintain your skills repository.

Training program

Comprendre l'intérêt de bâtir un référentiel de compétences

- Identify the concrete uses and purpose of the skills framework for your company, in HRM and management.

Clarifier la notion de compétences et choisir son modèle

- Identify the different skills models.
- Choose a reference model for your company.
- Identify the skills required for a job according to the rule of D.
- Group skills by major skill areas.
- Define the required skills and major areas for your company.

Définir les grilles de niveaux de compétences Comprendre l'intérêt de construire les niveaux de compétences.

- Distinguish between generic and specific skill levels.
- Practice writing generic and specific skill levels based on a business case.

Construire un référentiel de compétences et rédiger le dictionnaire de compétences

- Identify the stages of constructing the skills framework.
- Write the skills dictionary.
- Integrate it into the annual interview materials.
- Integrate skills and their levels into the job map.
- Communicate and share the tool with managers.