

# Learning Needs Analysis:

## New Hire Experience

Use the statements below to identify where your current managers may have training gaps, then connect with Upskilled Consulting to discuss how our training strategies can best support your teams!

Statement	Never	Rarely	Usually	Always
Managers stress about planning their new hire's first couple of weeks to "keep them busy"				
New hires receive a thorough checklist of everything they need to experience during their training period to keep them on track				
All team members/departments have clear communication and responsibilities when preparing to bring on a new team member				
New technicians receive a technical analysis in their first 30 days to identify their current skillset				
New hires receive structured and intentional support from their manager at key points in their first 120 days of employment				
KPIs and expectations are clearly defined and communicated to new team members				
New team members regularly make it past their 1 year work anniversary with your company				