

Skills assessment

to strengthen your
procurement team

CIPS Skills Gap Analysis
provides an in-depth assessment of your employees'
procurement training needs and talents, giving you invaluable
information to inform your people development.

SKILLS GAP ANALYSIS HIGHLIGHTS

Reviews technical knowledge levels,
identifying real strengths and development needs

Helps target training spend
in the right areas, making best use of budgets

Identifies talent,
supporting recruitment and succession planning

Informs personal development,
helping your employees to progress their careers

Benchmarks your team
against others in your sector worldwide

Evaluates training impact (optional)
by assessing whether strengths have increased post training

Identify talent, address development needs

How does Skills Gap Analysis work?

We typically begin by assessing procurement knowledge using our online assessment. We can then continue to carry out more in-depth probing to analyse an appropriate training and development starting point to bridge knowledge gaps.

Identify training needs

Competency levels are based on the knowledge and capabilities identified in the Global Standard for Procurement and Supply. A personalised report will then provide a structure for a personal development plan.

The benefits

- **Benchmarking:** Taking the data from all of those that have undertaken the online assessment allows us to measure performance against the average and best in class from all sectors
- **Value:** By assessing the gaps in your team's knowledge you can strategically target and prioritise training spend to get the most from your budget
- **Knowledge:** CIPS Skills Gap Analysis lets you see at-a-glance your procurement strengths and development needs, highlighting the stars of the future and assisting in the recruitment process
- **Development:** The results from the online competency assessment allows you to identify the people in your team who would benefit most from a targeted development programme.

CIPS Competency Assessment Tool

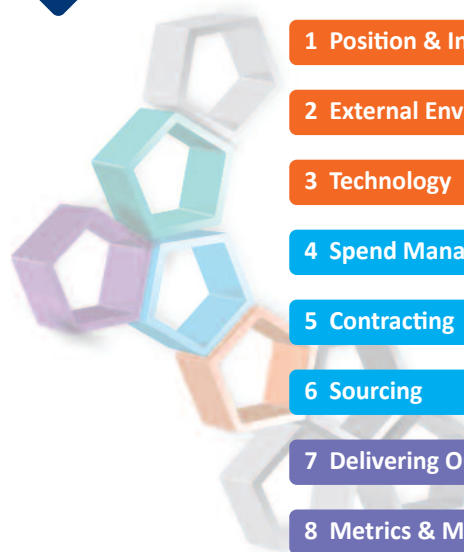
CIPS Competency Assessment Tool is an online questionnaire that will take approximately one and a half hours to two hours to complete.

There are 132 multiple choice questions across the 11 themes of the CIPS Global Standard in Procurement and Supply. For each theme there will be 12 questions split equally across the Operational, Managerial, Professional and Advanced Professional competency levels. At the end of each theme candidates will be required to give their answers a confidence rating.

The output of the competency assessment is a guide for employers of the strengths and development needs across the team, along with a personal report for individuals to help address their own development needs.

“ Benchmark your employees against the CIPS Global Standard in Procurement and Supply ”

Eleven themes of the CIPS Global Standard for Procurement and Supply



1 Position & Influence

2 External Environment

3 Technology

4 Spend Management

5 Contracting

6 Sourcing

7 Delivering Outcomes

8 Metrics & Measurement

9 Developing Individuals & Teams

10 Developing Self & Personal Skills

11 Ethics

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