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Homework Assignment: #11

PMGT501

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ePortfolio Matrix Correlation: Planning: Human Resources

**Textbook Homework Problem 8-19: Describe how employee training might be included in a Human Resources Plan during the project planning phase.**

According to the textbook section 8-10, the project’s human resource plan should outline the skills required to accomplish the activities laid out in the schedule. The individuals needed to accomplish these activities can then be pulled from the resource pool, or brought onto the team through hiring or contracting. A front-end analysis is then conducted to evaluate any specific training needs driven by special skills required to accomplish specialty tasks on the project, and to evaluate individuals assigned to the project to make sure their competencies match the required skill sets. This front end analysis will determine whether a training program must be developed to ensure the staff has the skills necessary to do their jobs. These training programs can range from “on the job” with mentorship to formal classroom or online training. One thing that is important to note is that it is not the responsibility of a particular project to provide generic professional development training for individuals. This training is provided by the individual’s home department or by the company human resources group.