

Skills Gap Analysis

Employee - Josh Braithwaite

Position - PHP Coder

Purpose: This skills gap analysis aims to identify Josh's current skills, the skills required for his role and future growth, and the gaps that need to be addressed to enhance his performance and career development.

Core Skills for a PHP Coder:

1. PHP Programming
2. HTML/CSS
3. JavaScript
4. MySQL/Database Management
5. Version Control/Git
6. Problem-solving
7. Web Frameworks (e.g., Laravel, Symfony)
8. Communication Skills
9. Project Management
10. Testing/Debugging

Josh Braithwaite's Current Skill Levels:

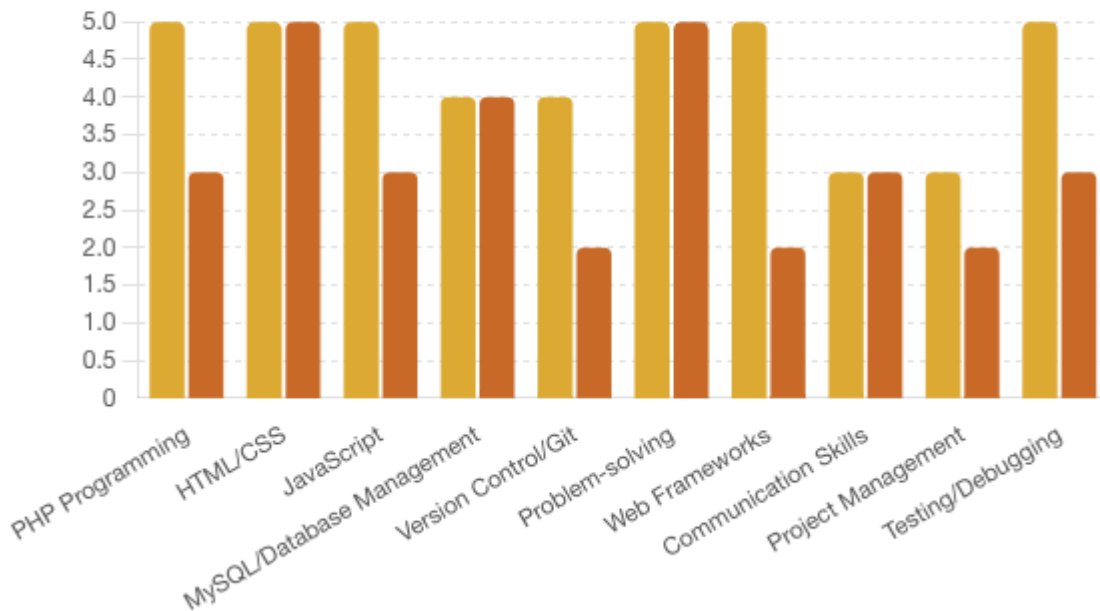
Skill	Required Proficiency	Josh's Proficiency	Skill Gap
PHP Programming	Advanced	Intermediate	High
HTML/CSS	Advanced	Advanced	None
JavaScript	Advanced	Intermediate	Medium
MySQL/Database Management	Intermediate	Intermediate	None
Version Control/Git	Intermediate	Basic	High
Problem-solving	Advanced	Advanced	None
Web Frameworks (Laravel, Symfony)	Advanced	Basic	High
Communication Skills	Intermediate	Intermediate	None
Project Management	Intermediate	Basic	Medium
Testing/Debugging	Advanced	Intermediate	Medium

Summary of Skill Gaps and Recommendations:

Skill	Gap Level	Training Needed	Training Method
PHP Programming	High	Advanced PHP coding techniques	Online courses, mentoring, advanced projects
JavaScript	Medium	Advanced JavaScript and modern frameworks	Workshops, online courses, hands-on projects
Version Control/Git	High	Proficient use of Git for version control	Online tutorials, in-house training sessions
Web Frameworks	High	Proficiency in Laravel or Symfony	Online courses, practical projects
Project Management	Medium	Basic project management and agile methodologies	Workshops, online courses
Testing/Debugging	Medium	Advanced testing and debugging techniques	Online courses, practice through projects

Skills Gap Analysis For Josh Braithwaite

■ Proficiency Level by ■ Skills for ■ Required Proficiency and ■ Josh's Proficiency



Action Plan for Josh Braithwaite - PHP Coder

Skill	Action Plan	Target Date	Measurement Method
PHP Programming	Enroll in an advanced PHP course	July 31, 2024	Course completion certificate
	Pair programming with senior developers	Ongoing	Feedback from senior developers
	Work on complex projects	December 31, 2024	Project completion and code review
JavaScript	Attend a JavaScript Bootcamp	August 31, 2024	Bootcamp completion certificate
	Participate in coding challenges and hackathons	Ongoing	Challenge participation and results
Version Control/Git	Complete an online Git tutorial	July 15, 2024	Completion badge or certificate
	Practice using Git in daily tasks	Ongoing	Git commit history and feedback
Web Frameworks	Take an online course in Laravel or Symfony	September 30, 2024	Course completion certificate
	Build a project using one of the frameworks	November 30, 2024	Project demonstration and code review
Project Management	Attend workshops on agile methodologies	October 15, 2024	Workshop attendance and participation
	Use project management tools in small projects	Ongoing	Project tracking and feedback
Testing/Debugging	Complete an advanced course on testing methodologies	August 31, 2024	Course completion certificate
	Implement unit tests and debug complex code	Ongoing	Code reviews and testing results