

Training and Staff Development



We have continued to meet the Investors in People standard and recognise the importance of performance and people development in achieving business objectives.

The annual training plan has been devised from an analysis of training and development needs and implemented to ensure that staff have the necessary skills and knowledge to carry out their changing roles under the Connexions agenda.

We have prioritised introductory and update training in child protection, equal opportunities and personal safety.

This financial year saw the introduction of National Connexions Training. A range of staff have successfully completed the accredited Personal Adviser Diploma and Understanding Connexions courses and plans are in place for the rest of the staff to undertake the appropriate training.

Eighteen members of staff were supported through professional guidance training in this period and a number of other staff completed externally verified qualifications such as NVQ's in Guidance, Training and Development, Business Administration, Word Processing and IT qualifications, Counselling Skills courses, Health and Safety, and First Aid.



Teacher Training



We have had another very successful year in supporting schools and colleges in their delivery of high quality careers education and guidance. All careers co-ordinators have been in receipt of training - either through the regular updates provided by the termly area meetings or via in-house or central training delivered by the sub-regional training team. In addition, over the last year we have seen a significant increase in the number of non-specialists and also non-teachers who are keen to learn about careers education and guidance. It has become very clear that good careers education and guidance is central to the success of the Connexions agenda and staff in schools and colleges want to be sure that their students are still able to access advice and information in order to help them to progress into appropriate further learning or work.

Over the period we have re-written two very important documents that have underpinned our work over the past five years. The 'Commitment to Quality' standards for Careers Education and Guidance, against which many of our schools have been judged, have been expanded to include standards for all work-related activity and have been re-branded 'Quality Works'. Secondly, we have updated the Guidelines for Good Practice in Work Experience. Both of these documents will be used as a part of the new partnership working arrangements between ourselves, Connexions Humber, the Humber Education and Business Links Organisations and the Learning and Skills Council - Humberside.

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External Training

Our External Training Department has continued to work with local and national organisations, delivering a range of accredited and bespoke adult education training programmes and consultancy. The External Training Department has obtained contracts to run the NVQ Guidance Level 4 with Essex, Cambridge, Norfolk, Future Steps Ltd, and internally for our employees.

The IAG Partnership, which encompasses the four areas in the Humberside sub-region, has also contracted with the group to provide the NVQ Level 3 in Guidance.

During the year the team submitted bids for work, including a submission to the Open College Network to run the Information and Advice Support for Adult Learners, with potential contracts in place for York and North Yorkshire, Leeds and our local IAG Partnership in the Humber sub-region.

The team continues to offer Management, Personnel, and Training and Development NVQs as well as the Certificate in Training Practice and Further and Adult Education Teachers' Certificate Levels 1 & 2.

