

Appendix 5

NORTH LONDON IAG PARTNERSHIP TRAINING AND DEVELOPMENT POLICY

BACKGROUND

IAG features in the London North Learning and Skills Council's Strategic Plan as a key component within a suite of activities to engage local people outside of learning, and help them identify learning opportunities that can offer improvements both in work and life. The NLIAG Partnership features prominently as a partner in increasing participation and improving achievement

The IAG Partnership, together with LSC London North will seek to:

- further develop the guidance infrastructure
- improve and embed quality assurance
- widen the geographic range of provision
- engage the voluntary and community sector

In North London, Information, Advice and Guidance workers are employed by a variety of organisation in the voluntary, community, and statutory and private sectors.

Guidance workers may be supported within specialist guidance organisations, working within small units within a larger organisation (for example specialising in training) or even working on a self-employed basis completely alone.

POLICY

To support people and organisations to achieve the strategic aims of the LSC and the NLIAG Business Plan, the IAG Partnership will provide a programme of Continuous Professional Development (CPD) for IAG workers irrespective of their employment circumstances.

The programme will include a range of activities that will increase the knowledge and skills, and develop the personal qualities of IAG workers necessary for the provision of high quality services to clients

The NLIAG will

- ensure that all NL IAG funding bids include a specific training budget

- undertake a TNA of the needs of Advice and Guidance workers and frontline staff
- ensure that CPD is offered to all IAG workers in the NL Partnership
- ensure that opportunities are created for the dissemination of good practice across the IAG Network
- make available opportunities for Partners to attend National and regional Conferences for CPD and Networking opportunities
- encourage guidance workers to adopt the “reflective practitioner approach” in their professional practice
- encourage guidance professionals to undertake and record their Continuous Professional Development
- ensure that all external consultants and training providers are updated on NLIAG specific developments

Note

This policy does not replace training and development initiatives and statutory obligations of partner organisations.