

# Learning Champions

## – taking your organisation forward



### LEARNING CHAMPIONS

is a free project giving your organisation the opportunity to select a member of staff to become your in-house source of advice on training, development and funding.

Learning Champions is a fully funded project running until December 2010, which allows you to select a member of your staff and have them trained by us for FREE.

### COURSE OBJECTIVES

- To understand the role of the Learning Champion
- To recognise the business need for development
- To assess the learning and development needs of your business
- To develop a solution to meet the organisation/individual needs
- To evaluate implemented solutions

The programme is designed to empower a member of your organisation to be recognised as a 'Champion' of Learning and Development.

### THE COMMITMENT FROM THE CHAMPION

This programme is flexible in its delivery methods to meet your business needs and may include

- Classroom taught sessions
- 1:1 Coaching to enable portfolio building
- Approximately 20 hours of self directed study/research
- Access to an on-line support service which contains information on how we can help you to secure your own training funding and training initiatives taking place across the region

During this time 'champions' will build their knowledge and understanding of issues relevant to making training and development more focused and worthwhile. As a result of our development and support, Learning Champions will feel able and confident to:

- Explore the development needs of the organisation at any level
- Develop or find solutions to those needs
- Assess the success of any development activities the organisation takes

Following the programme, Learning Champions will be invited to join a network of local Champions for ongoing support and will be accredited with a Level 2 or Level 3 OCN Qualification.

### WHO WILL MAKE YOUR IDEAL LEARNING CHAMPION?

The person you nominate as your 'Learning Champion'

- Should show a real interest in the role
- May already be involved in a small way in training or development
- May be part of the HR team, although could come from any department
- Should be in a position to take the role forward in a meaningful way with the backing of management
- Should be able to commit to the time required by the course
- Crucially, they will be a 'people' person who has the natural ability to communicate on all levels

### HOW IS THE PROGRAMME FREE?

- ESF – This programme is part funded by the European Union through the European Social Fund
- LSC – This programme is co-financed by the Learning and Skills Council

Learning Champions is a fully funded programme by the LSC/ESF to boost the culture of learning within organisations in the East of England. Our aim is to encourage organisations in the region to support their employees in their development through their own in house 'Learning Champions' – members of the team that can influence the role that development and training will have in the future.

This programme is fully funded for non-unionised Small and Medium sized Enterprises (SME's) with less than 250 staff in the East of England.

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