			TRAINING AND DEVE						
A. INDUCTION TRAINING									
TRAINING								CORPORATE PLAN	
SUBJECT	TOPIC	COMP/OPT	TRAINING METHOD	INT/EXT	COST	TIMESCALE	FOR	OBJECTIVE	
	Module L1								
	Welcome,								
INDUCTION	Meet & Greet	С	Coffee & meeting	Internal		Nil	New Members		2.6
	Module L2								
	Practical								
	Workshop	С	Workshop 2/3 hours	Internal		nil	New Members		2.6
	Modern								
	Councillor			External					
	Intro to		Web based module	Learning					
	Local Govt	С	30 mins	Pool		nil	New Members		2.6
	N/l								
	Modern								
	Councillor			F ()					
	Your Role		\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\\	External					
	As A Modern		Web based module	Learning			N		0.0
	Councillor	С	30 mins	Pool		nil	New Members		2.6
	Modern								
	Councillor			External					
	Community		Web based module	Learning					
	Leadership	С	30 mins	Pool		nil	New Members		2.6
	Modern								
	Councillor			External					
	Overview and		Web based module	Learning					
	Scrutiny	С	30 mins	Pool		nil	New Members		1.1

	T		T				T	
	Modern							
	Councillor			External				
	Code of Conduct		Web based module	Learning				
	Overview	С	30 mins	Pool	nil		New Members	2.
	Modern							
	Councillor			External				
	IT in Local		Web based module	Learning				
	Government	С	30 mins	Pool	nil		New Members	2.
	Modern	-						
	Councillor			External				
	Risk		Web based module	Learning				
	Management	0	30 mins	Pool	nil		New Members	1.
	Modern			External				
	Councillor		Web based module	Learning				
	Public Speaking	0	30 mins	Pool	nil		New Members	2.
	Modern							
	Councillor			External				
	Working with the		Web based module	Learning				
	Media	0	30 mins	Pool	nil		New Members	2.
B. ESSENTIAL								
<u>TRAINING</u>								
				External				
	Development			Trevor				
	Control Law and			Roberts			Planning	
Planning	Practice		Day Workshop	Associates	£1,500	May-09	Panel	2.

					Audit	
Final Accounts	2 hour workshop	External	£1 500	May/June 2008		2.6
i mai Accounts	Z flour workshop	LAterrial	21,500	Way/June 2000	Oommittee	2.0
Code of						
	30 minute				All Members	
		Internal	ni	l lan₌∩0		1.1
Wichibers	1 resentation	micmai		Jan-03	and ransines	1.1
	Day Workshop	Internal	nil	Jan/Feb 2009	All Members	
Crime &						
Disorder	2 hour workshop	External	£600	Feb/Mar 2009	All Members	3.2
O MEET IDENTIFIED NEEDS						
				various by May		
		External	C1500 por			
	IDo A Londorobio					
	·	ibeA			A DDD	4.4
	Academy	E ()		programme)	As per PDP	1.1
	1:1 Mentoring			by May 2009	As per PDP	1.1
		NWEO		by May 2009	As per PDP	1.1
	Councils	Internal	only	by Jan 2009	As per PDP	1.1
	Coaching	thc	thc	Ongoing	as ner PDP	1.1
	Codoming		1.50	Origonig	do poi 1 21	
	Workshop Sub	External				
			£700	Jan-09	All Members	1.1
	CIPFA Reference	1	3.00	22		
		Internal	One-off £60	Ongoing	All Members	1.1
		Code of Conduct for Members Day Workshop Crime & Disorder Disorder IDeA Leadership Academy 1:1 Mentoring Shadowing Visits to Other Councils Coaching Workshop Sub Regional or Local	Code of Conduct for Members Day Workshop Internal Crime & Disorder Day Workshop External IDeA Leadership Academy External Internal Internal External IDeA Internal External IDeA Internal Coaching External IDeA Extern	Code of Conduct for Members Presentation Internal ni Day Workshop Internal nil Crime & Disorder 2 hour workshop External £1500 per programme (3 x 2days) IDeA Leadership Academy External tbc (daily rate) 1:1 Mentoring NWEO (daily rate) Shadowing NWEO (daily rate) Visits to Other Councils Internal only Coaching tbc tbc Workshop Sub Regional or Local Regional or Local CIPFA Reference	Code of Conduct for Members Presentation Internal nil Jan-09 Day Workshop Internal nil Jan/Feb 2009 Crime & Disorder 2 hour workshop External 1DeA Leadership Academy Internal 1DeA Leadership Academy External 111 Mentoring NWEO (alily rate) by May 2009 External tbc (alily rate) by May 2009 External NWEO Expenses only by Jan 2009 Workshop Sub Regional or Local Regional or Local CIPFA Reference	Code of Conduct for Members Presentation Internal nil Jan-09 and Parishes Day Workshop Internal nil Jan/Feb 2009 All Members

	CIPFA website	Internal	nil	Ongoing All Members	
Project					
Management	Officer Briefing	Internal	Nil	Mar-09 All Members	1.3
Enhanced					
Public		External		Exec/OSC	
speaking	Local Workshop	NWEO	£700	Apr-09 Chairs	1.1
Recruitment				_ ,	
& Selection		1.1	.,	Exec/	
skills	Coaching	Internal	nil	tbc Pers Panel	
Leading &					
Chairing	Local				
Meetings	Workshop	External	£700	Sep/Oct 2008 All Members	1.1
	·				
	Sub Regional	External			
	Workshop	IDeA/NWIE	nil	Oct-08 OSC Chairs	1.1
Interviewing/					
Questioning		Internal/			
Skills	Coaching	External	tbc	Jan/Feb 2009 OSC Members	1.1
	Local/Sub Regional	External			
	Workshop	NWEO	£700	Sept/Oct 2008 OSC Members	1.1
	CfPS web site	Internal	nil	Ongoing All Members	1.1
Using IT	IT Total	-	000 50 1	0	2.2
Effectively	IT Trainer	External	£23.50 ph	Ongoing As per PDP	2.3

		ECDL	External			
			LearnDirect	£190 pp	Ongoing As per PDP	2.3
			External		Exec/OSC	
Media Skills		Local Workshop	NWEO	£1000 est	April Chairs	2.3
					Exec/OSC	
		Coaching	tbc	tbc	Feb/Mar 2009 Chairs	2.3
Overview and	Public & media	Case studies from				
Scrutiny	engagement	other LA's	External	tbc	Oct-08 OSC Members	2.4
		Officer Briefings	Internal	nil	Ongoing OSC Members	
						2.2
		CfPS website	Internal	nil	Ongoing All Members	2.2
Update on		Local/Regional				
LGPIHA 07		Workshop	Internal	nil	April All Members	1.1
		IDeA/LGA/DCLG websites				
			Internal	nil	Ongoing All Members	1.1
	O MEET IDENTIFIED NEEDS					
NON PRIORITY						
CO Appraisals		External Briefings	External NWEO	tbc	Dec-08 As per PDP	1.1
ОО Дрргаізаіз		External briefings	14000	100	260-00 A3 per 1 D1	1.1

		External				
Team Building	Local Workshop	NWEO	£700	Feb-09	Executive	1.1
LAA						
Awareness	Officer briefing	Internal	nil	Jan-09	All Members	1.3
CAA						
Awareness	Officer Briefing	Internal	nil	Apr-09	All Members	1.3
Opposition		External				
Skills	Local Workshop	NWEO	£700	Nov-09	As per PDP	1.1
Asset						
Management	Officer Briefing	Internal	nil	Dec-09	As per PDP	2.6
Risk						
Management	Officer Briefing	Internal	nil	Apr-09	As per PDP	2.6
CBC Accountability						
Structure	Structure Chart	Internal	nil	Sep-08	As per PDP	1.2
Understanding compulsory						
purchase	Officer briefing	Internal	nil	Jan-09	As per PDP	2.6
Understanding CBC						
partnerships/ funding	Officer Briefings	Internal	nil	Mar-09	As per PDP	1.3
CBC partnerships/	Officer Briefings	Internal	nil	Mar-09	As per PDP	

Development of						Audit	
Audit Ctee Role			Officer briefings	Internal	nil	Mar-09 Committee	2.6
rtaan otoo rtoo			- Cinedi Silonings			mar so committee	
						Audit	
			Case Studies/Visits	Internal	nil	Feb/Mar09 Committee	2.6
	Understanding						
Corporate	C Plan process		Visits to Excellent				
Planning	in Excellent LA's		LA's	Internal	nil	Mar-09 As per PDP's	2.6
Understanding							
CYP agenda			Officer Briefing	Internal	nil	Jan-09 As per PDP	2.6
			0.0				0.0
			CfPs website	Internal	nil	Ongoing All Members	2.6
CORPORATE F	LAN OBJECTIVE	2008/09					
1.1.			mandate to lead local				
			the community; and				
		n influential cor	tributor at national and				
	local level.						
1.2	We will provide of	lear direction fo	r our staff, fellow-				
1.2	stakeholders and						
	policies and strate		oro umougir our				
		J					
1.3	We will lead Cope						
	partnerships and	support other s	trategic				
	partnerships	Г	T				
2.2	Ma will atraca - the -	n the engage	tion for accomplaities				
2.2	vve will strengthe	n me opportun	ties for every citizen				

	of Copeland to be heard on issues of importance to	
	them	
2.3	We will work with partners to ensure that we have an	
2.0	adaptable multi-skilled workforce able to meet the	
	needs of the future economy	
2.4	We will promote equal opportunities throughout Copeland	
2.5	We will be an adaptable Council responding to the expectations and needs of the customer in the services they require	
2.6	We will use outcome based measures to understand and improve performance across the Council	
3.2	Copeland will be a safer place to live	

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