



# Development Pathways Grounds Maintenance

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# Introduction

- What did we have
- Was it fit for purpose
- Lack of clear development plan
- Lack of knowledge and skills.



# Aim

- A full encyclopaedia of knowledge and skills
- Motivated and thriving workforce
- A robust method of training, development and empowerment.



# Creating the Training Pathway

- Phase 1 – Task Analysis
- Phase 2 – Training Plan
- Phase 3 – Creating the Modular Plan
- Phase 4 – Record Mechanisms
- Phase 5 – Implementation.

# Phase 1 & 2

- Task Analysis
  - List each and every process
  - Critically measure and record each process
  
- Training Plan
  - Create clear and relevant training notes
  - Create and design clear and concise TBT's.

# Phase 3

- Creating the Development Pathway
  - Creating relevant modules for employees
  - Integrating certified training where necessary
  - Covering from beginning to end (Apprentice to Senior Manager).

# Phase 4 & 5

## Recording Mechanisms

- Initial assessment
- On the job shadowing
- EPA assessment

## Implementation

- Delivery and initial target group
- Analyse, improve and implement.



# Benefits to Employees

- Continuous professional development
- Contribute towards Appraisal led targets
- Lead to further certified technical training & skills.





# Benefits to Managers

- A robust, skilled and knowledgeable workforce
- Easy management of appraisal led targets
- Continuous workforce development.



# Conclusion

- All training supplemented by commercial training
- All knowledge underpinned by formal qualifications
- Implementation will take 100% engagement.