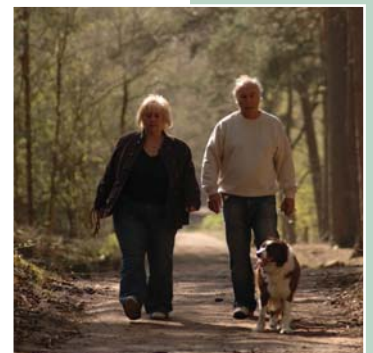
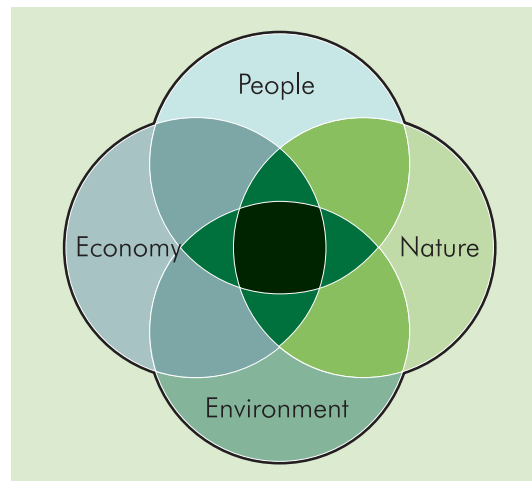


Forestry Commission - Brief

Developing people through training

Introduction

The Forestry Commission is a public sector organisation. It is a government body. It looks after most of Britain's woodland by planting, protecting and renewing forests. It encourages people to use forests for leisure. The Forestry Commission also looks after the roads and bridges on its land. A large number of people work for the organisation, which tries to work in as 'green' a way as possible. It tries to balance the needs of people, nature, the environment and the economy. Trees take a long time to grow, so it is only natural that the Commission takes a long term view about the environment. It aims to hit a number of environmental targets. To achieve this, it focuses on training and developing its staff.



Roles in the organisation

People who work for organisations have job roles. These outline what sort of tasks they have to do and their responsibilities. The level at which people start in the organisation is linked to their qualifications. With training and development there is often the opportunity to progress higher in the organisation. For example:

- Murray started as an apprentice. He cuts trees for timber. He could progress to be a manager.
- Julie is a civil engineer. She has a degree. She is involved in the design and build of new bridges and roads.
- Gordon is a Forest District Manager. He has a whole estate to manage.

To fill roles, an organisation can either promote the staff they already have or bring in new staff. The Commission prefers to promote its own staff as this is less costly. It also means it keeps important skills.

Entry level	Examples
Modern apprenticeship	People interested in becoming a forest craftsperson can undertake an apprenticeship in forestry. Apprentices work alongside experienced staff.
GCSE/'A' level	People with GCSEs or 'A' Levels can enter a range of support roles such as in personnel, finance or estate management. These are generally office based.
National Vocational Qualifications	NVQs in, for example, engineering, forestry or countryside management can lead to roles managing vehicles or planning forestry operations.
Graduate and Post-graduate	Graduate job roles include forester, engineer or scientist. Graduates can also take on roles as education rangers, working with schools and youth groups. The Commission offers a three-year graduate training programme.
Work placements	For students interested in finding out more about working for the Forestry Commission, a number of short-term or seasonal placements are available.

The importance of training

Training is vital to support many of the job roles within the Commission. Types of training include:

- health and safety
- technical
- communication skills
- leadership skills
- customer care.

The organisation has a culture of Continuous Professional Development (CPD). Appraisals between staff and managers help to set SMART targets. These could include new learning.



For instance, Julie is taking her Masters Degree so she will be able to take on a wider job role and more responsibility. CPD also helps to motivate employees. The Commission has won the award of Investor in People for its work.

Types of training

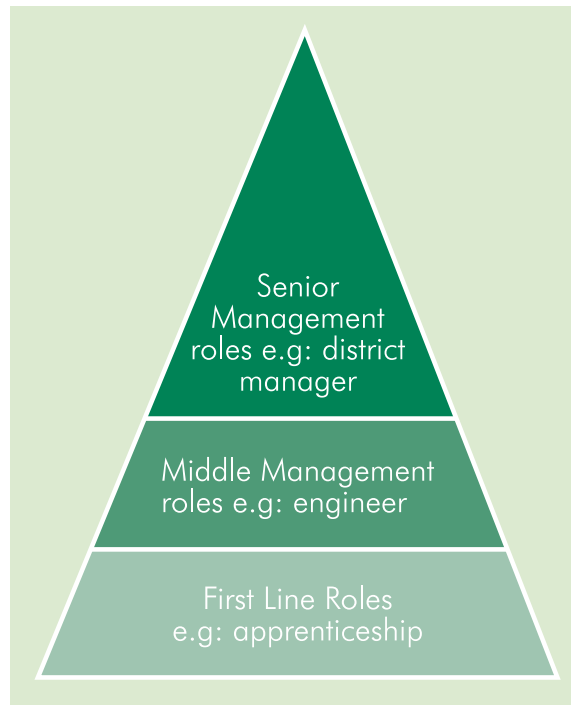
The main types of training are:

- on-the-job training. This is work based. Staff may work with a coach (who teaches them) alongside a mentor in a different part of the organisation or at a different company (secondment)
- off-the-job training. This means taking courses away from work.

The Commission has invested in training to develop managers. It uses a Personal Development Plan (PDP) to build tailor-made plans for each employee.

Training in action

Julie is an example of training in action. She has had various types of internal training on areas such as health and safety and new laws. The Forestry Commission is sponsoring her to take her Masters degree. This has broadened her skills and made her able to take on more responsibility.



Conclusion

There is a wide variety of job roles in the Forestry Commission. Staff benefit from training and development opportunities. This helps both the organisation and individuals to achieve their aims and objectives.