



L&D Transformation Project Presentation to FMT

Peter Ward

20 August 2009

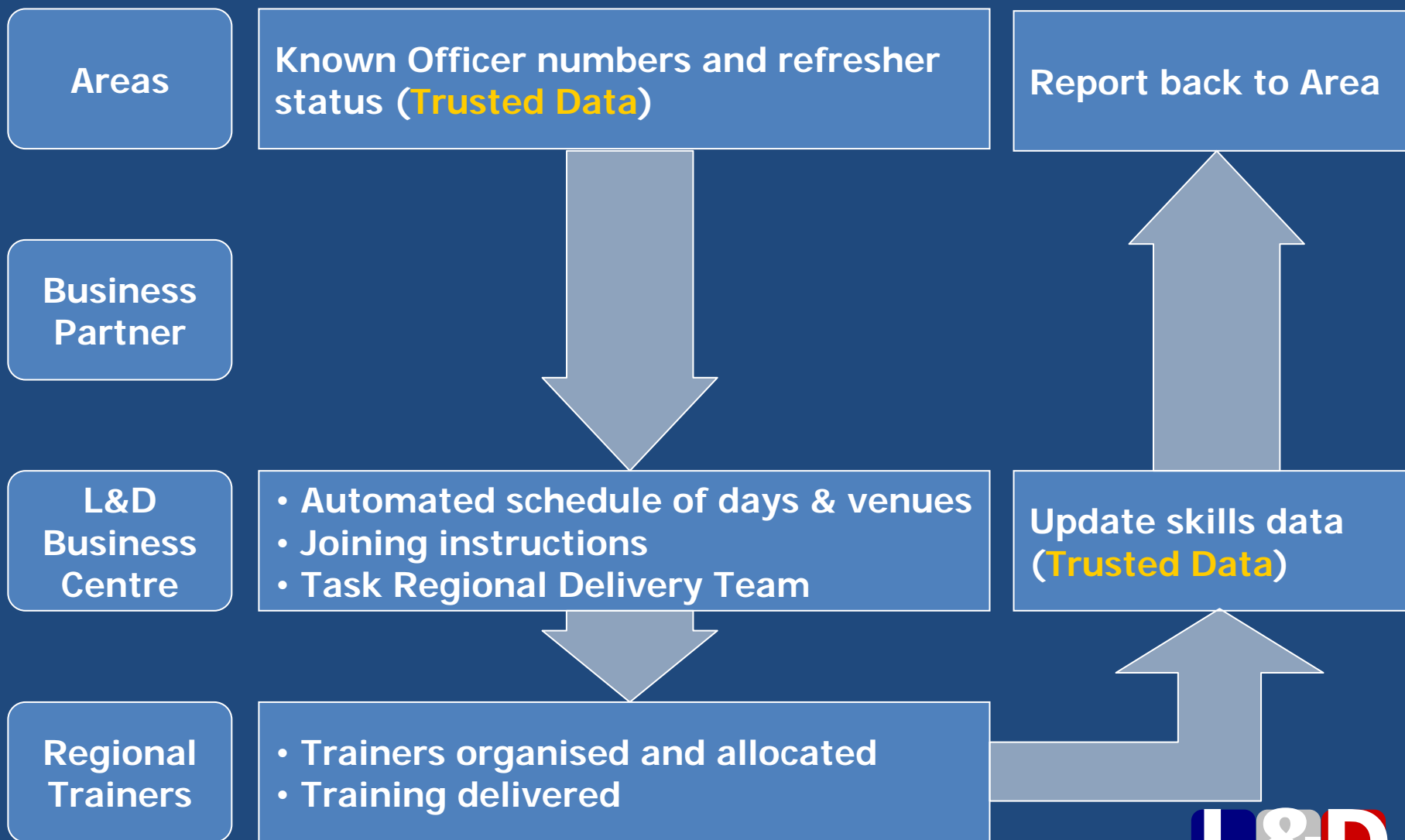
Observations

- 1. Student Officer Programme must be improved**
- 2. BTP is vulnerable around Mandatory training**
 - OPT, Track Safety & First Aid
- 3. Skills update training is ad hoc**
- 4. Lack of trust in skills database**

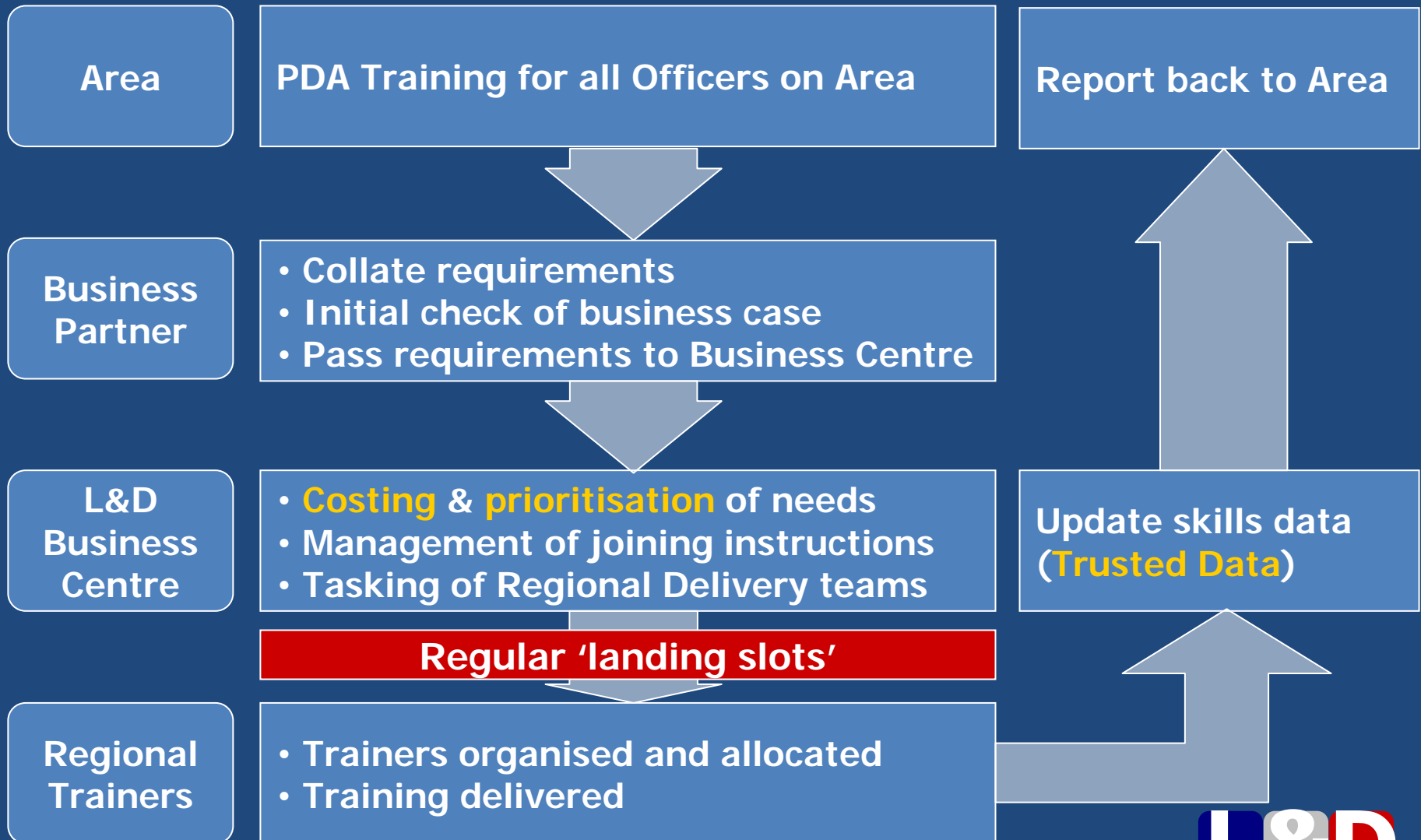
Proposed Operating Model



Example: Mandatory Training



Example: Ad Hoc Training



Report back to Area

Area

PDA Training for all Officers on Area

Business
Partner

- Collate requirements
- Initial check of business case
- Pass requirements to Business Centre

L&D
Business
Centre

- **Costing & prioritisation** of needs
- Management of joining instructions
- Tasking of Regional Delivery teams

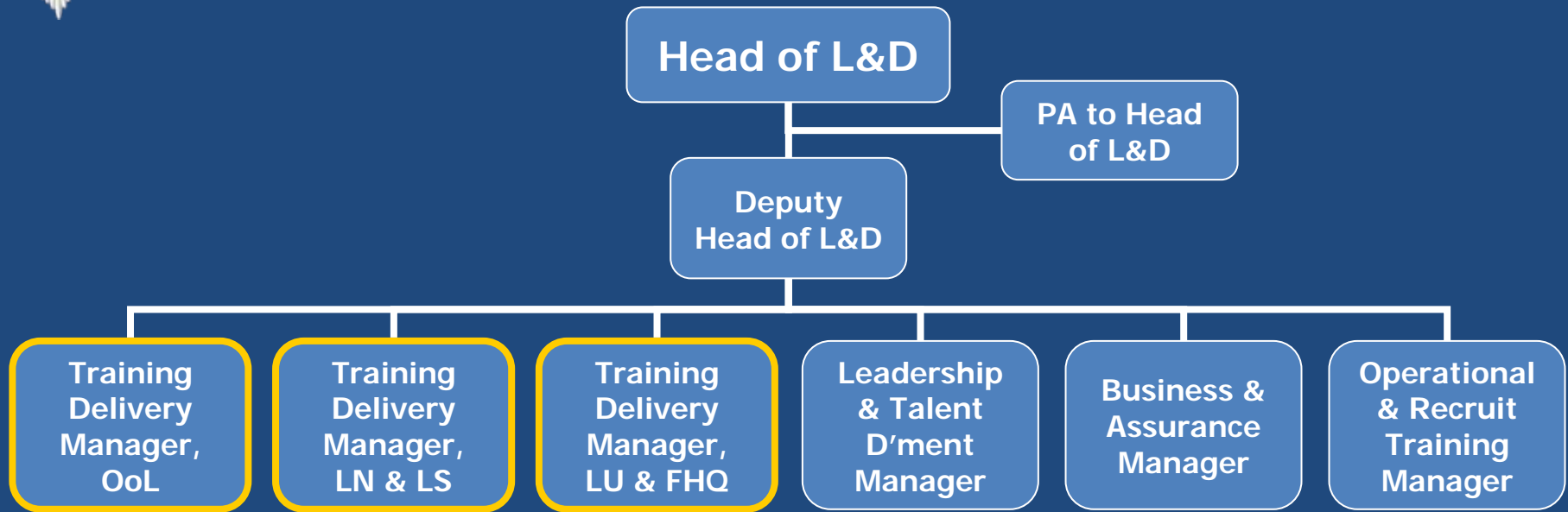
Regular 'landing slots'

Regional
Trainers

- Trainers organised and allocated
- Training delivered

Update skills data
(**Trusted Data**)

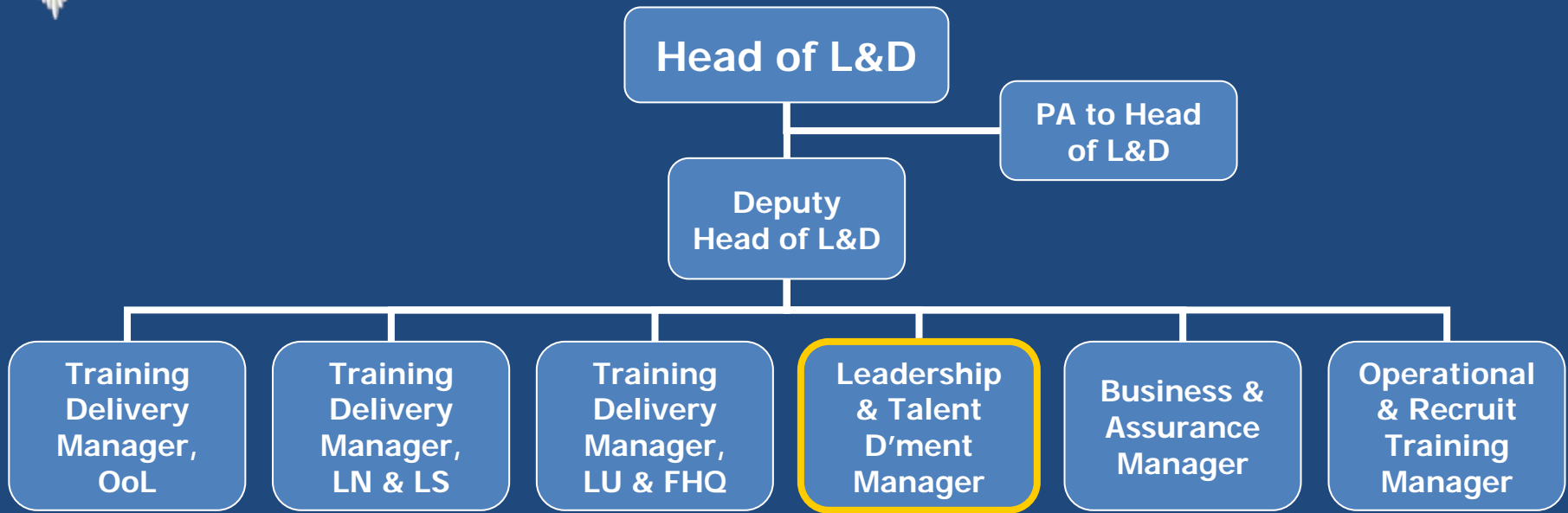
Proposed Top Line Structure



Regional Delivery Teams

- Mandatory training (OPT, First Aid, Track safety)
- Recruit Officer co-ordination & support
- Skills update/Area-specific training
- PCSO training
- Regional IT Training

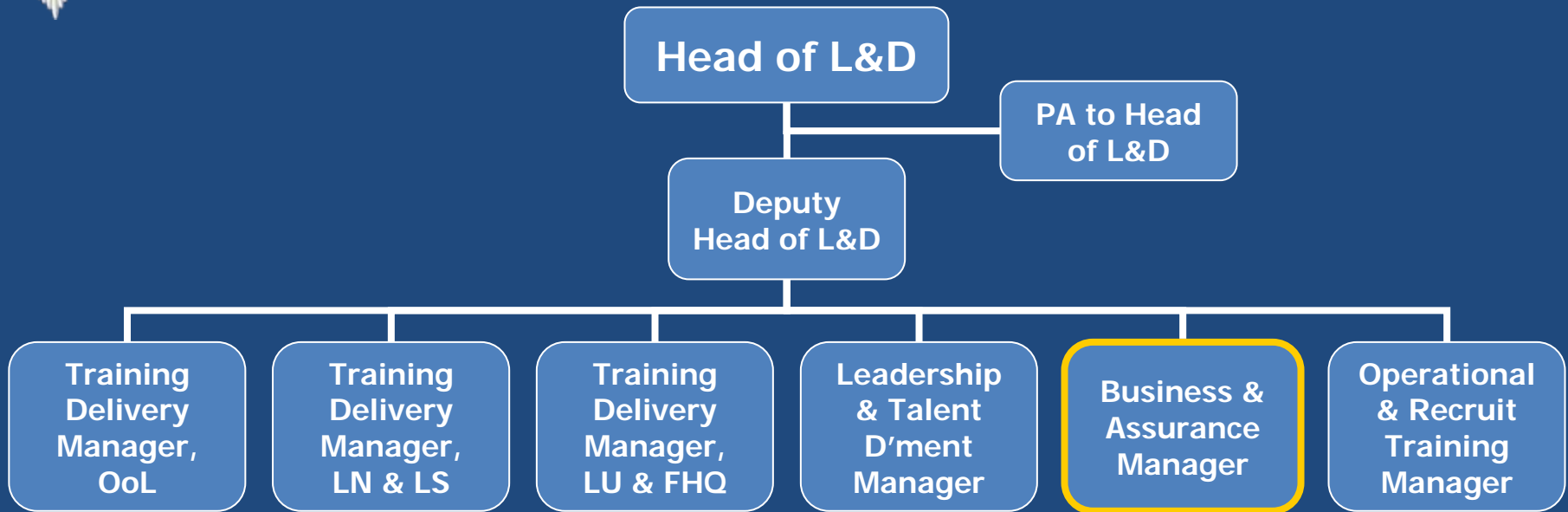
Proposed Top Line Structure



Leadership & Talent Development

- Leadership training
- Talent Management
- Force Examinations (OSPRE)
- Diversity training

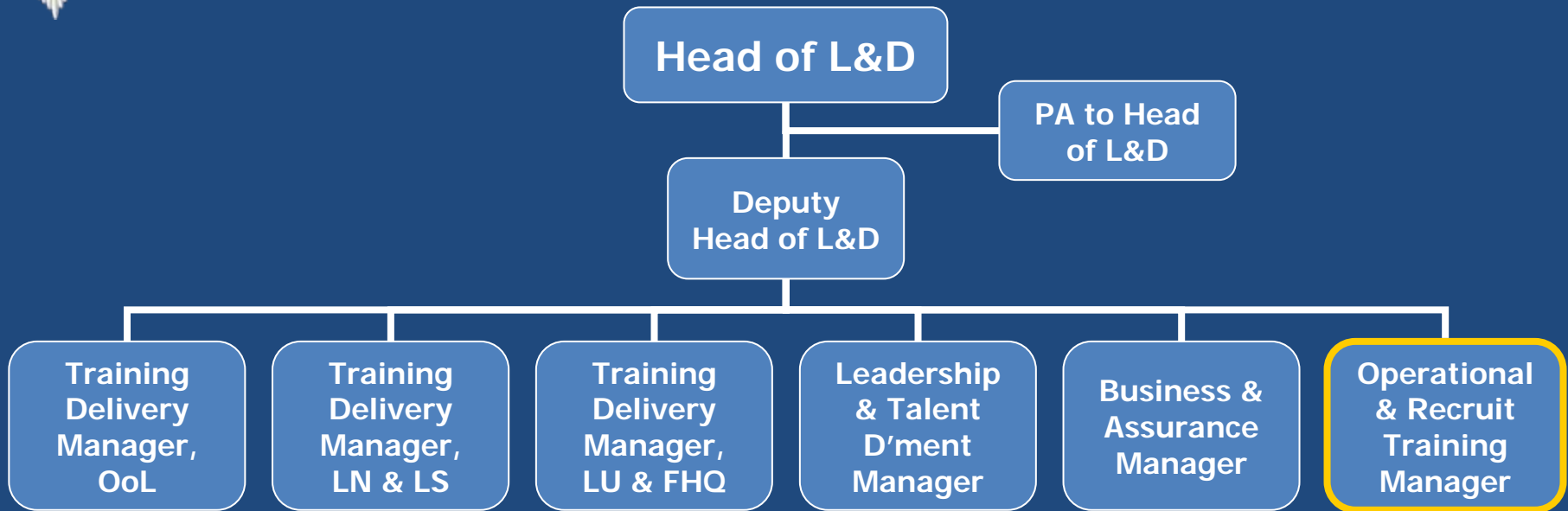
Proposed Top Line Structure



Business & Assurance

- Tasking, co-ordination & prioritisation
- L&D Training Plan
- Training administration
- Quality Assurance, Training design & assessments
- Data & systems management

Proposed Top Line Structure



Operational & Recruit Training

- Recruit Training Programme
- Crime Training
- Dog Training
- Health & Fitness training

Next Steps

- **August**

- TSSA initial consultation (**complete**)
- Business partner briefing (**complete**)
- FMT briefing (**20 August**)
- L&D initial consultation (**24 August**)
- L&D Manager's debrief (**27 August**)

- **By end March 2010**

- Exit Tadworth & move to new facility
- Transition Regional teams
- Transition L&D Business Centre
- Transition remaining L&D teams