

## Evanton Wood Community Company

### B5 TRAINING POLICY

#### Categories of training proposals

Training in support of woodland management (Action G)

Training to support community ownership

Training to support community engagement (Action C and D)

#### Types of Training

Training and personal development covers all aspect of learning, both formal and informal, using resources ranging from college based instruction, organised events using specialist “instructors”, informal coaching and mentoring, information packs, on-the-job coaching, learning visits, attending conferences, reading books, papers, manuals etc.

Accreditation may be formal certification (chain saw, first aid, child protection, Forest Schools etc), awards (John Muir Award, Duke of Edinburgh, Scout/ Guide Achievements) or skills and knowledge transfer (governance and funding knowledge, guided walks, talks etc).

#### Who will be trained?

Informal needs assessments have been carried out which have resulted in the training and development activities proposed in Actions C, D and H in the Plan. A more formal TNA will be carried out for Directors, volunteers and staff on an annual basis which will inform future organisational Training Plans. We will measure the value of training and skills exchanged in terms of the impact on training objectives (e.g. chainsaw qualifications) and this will be collated in an annual report for inspection.

We may carry out research to gauge interest within the community in a variety developmental activities to inform other future training and development activities. During year 1 and the development stage of the project a more accurate number of opportunities and numbers will be drawn up. The table below provides a guide only on the opportunities for individuals. Estimated numbers will follow.

Training Area / Opportunity	Trainees / Participants	Examples
<b>In support of woodland management</b>		
Skills Sharing	EWCC Board Directors Contractors Volunteers Local community members Teachers and facilitators Unemployed	Forest management Path construction Biodiversity identification Biodiversity survey Bush craft  Wood and wicker fence building  Ditch maintenance Forest furniture build Ground clearing i.e. using 'clearing saws' Pruning and brashing Training in the use and maintenance of hand tools

		<p>Tree planting, both conifer and broad leaf</p> <p>Tree and plant identification</p> <p>First Aid, risk assessment, and Health &amp; Safety at work</p>
Formal Training Opportunities	<p>EWCC Board Directors</p> <p>Volunteers</p> <p>Local community members</p> <p>Unemployed people</p> <p>School leavers</p> <p>Interested members of the public</p>	<p>Forest schools</p> <p>Health and Safety</p> <p>First Aid</p> <p>Chainsaw and other power tools</p> <p>Felling and extraction</p>
<b>In support of community ownership</b>		
Formal Training Opportunities and skills sharing	<p>EWCC Board Directors</p> <p>Volunteers</p>	<p>Governance and stewardship</p> <p>Finance and funding</p> <p>Interpretive Design (through advisor)</p> <p>Event management and promotion</p>
<b>In support of community engagement</b>		
Formal Training Opportunities and skills sharing	<p>EWCC Board Directors</p> <p>Volunteers</p>	<p>Working with volunteers</p> <p>Child protection</p> <p>Basic forest management skills</p> <p>Walk planning</p>
Lifelong Learning Personal Development	<p>Volunteers</p> <p>School children</p> <p>Young people</p> <p>Unemployed job seekers</p> <p>Health walk leaders</p> <p>Conservation activity leaders</p> <p>Excluded groups</p> <p>Adults with learning difficulties</p>	<p>Community Events</p> <p>Arts, Culture, Music projects</p> <p>Creative writing</p> <p>Oral records</p> <p>Photography</p>