

Action Learning

What is Action Learning?

Action Learning is a process designed to embed training principles into the working environment and enable the individual to put into practice what they have learnt to demonstrate competence.

Action Learning is a formal requirement for Regimes 1-3, this becomes more informal through to Regimes 4 -6.

Activities required for Action Learning follow a similar format per Regime and are tailored down proportionately to suit the risk that Regime carries.

Examples...

Action Learning for Regimes 1 should include:

- A formal Competence Development Plan post training
- Allocation of a “buddy” who is a more experienced member of staff
- Identification of other key people who could provide support and guidance
- Regular surveillance (in this context it should be included as part of the normal site visits by the Line Manager)
- Regular discussions with the person supporting them about progress with their Competence Development Plan
- A formal Workplace Assessment completed by an Accredited Assessor

Action Learning for Regimes 4 should include:

- A discussion between the Line Manager and the Individual after training to identify what, if any support may be required
- Allocation of a buddy who is a more experienced member of staff
- Identification of other key people who could provide support and guidance
- Confirmation by the by Line Manager that the Individual has satisfied any criteria/no longer needs support or direction

For further details on the Action Learning process a quick reference guide can be found on the Skills Assessment Scheme website via Connect.