

Graduate Development Grant

Company Training Scheme

ID	Learning Outcomes (LO)*	ID	Work-based activity (WBA) from the UK-SPEC (map a training intervention to each of these)	Example training interventions
C1	Plan for effective project implementation	C1.1	Systematically review the factors affecting the project implementation including safety and sustainability considerations	Project management training Training on the ECITB's project collaboration toolkit
		C1.2	Define a holistic and systematic approach to risk identification, assessment and management	Risk management training (ECITB 1 day course) ECITB commercial awareness course (1 day)
		C1.3	Lead on preparing and agreeing implementation plans and method statements	Stakeholder management training Contract development and negotiation training
		C1.4	Ensure that the necessary resources are secured and brief the project team	Training based on the ECITB higher level commercial awareness training standards
		C1.5	Negotiate the necessary contractual arrangements with other stakeholders (client, subcontractors, suppliers, etc).	Behavioural safety training Human performance factors training
C2	Plan, budget, organise, direct and control tasks, people and resources	C2.1	Set up appropriate management systems	ECITB Certificate in project controls (9 month course)
		C2.2	Define quality standards, programme and budget within legal and statutory requirements	ECITB Introduction to project control (3 day course)
		C2.3	Organise and lead work teams, coordinating project activities	ECITB risk management training (1 day course)
		C2.4	Ensure that variations from quality standards, programme and budgets are identified, and that	APM PFQ or equivalent project management qualification
		C2.5	Gather and evaluate feedback, and recommend improvements.	Participation in ACTIVE cup

C3	Lead teams and develop staff to meet changing technical and managerial needs	C3.1	Agree objectives and work plans with teams and individuals	ECITB supervisory programme
		C3.2	Identify team and individual needs, and plan for their development	Company delivered leadership programmes
		C3.3	Reinforce team commitment to professional standards	Performance development training
		C3.4	Lead and support team and individual development	Company personal management training (performance reviews etc)
		C3.5	Assess team and individual performance, and provide feedback	
C4	Bring about continuous improvement through quality management.	C4.1	Promote quality throughout the organisation and its customer and supplier networks	Training based on the ECITB continuous improvement training standard Digital leadership training
		C4.2	Develop and maintain operations to meet quality standards	Learning from experience training Company delivered leadership programmes
		C4.3	Direct project evaluation and propose recommendations for improvement	Quality auditing, quality standard(s) training Benchmarking techniques training

ID	Learning Outcomes (LO)*	ID	Work-based activity (WBA) from the UK-SPEC (map a training intervention to each of these)	Training Requirements
D1	Communicate in English with others at all levels.	D1.1	Lead, chair, contribute to and record meetings and discussions	Effective communication course Effective use of software training
		D1.2	Prepare communications, documents and reports on complex matters	Technical report writing training
		D1.3	Exchange information and provide advice to technical and non-technical colleagues.	Personal impact course Internal opportunities to lead meetings, prepare documents, be given feedback

D2	Plan, budget, organise, direct and control tasks, people and resources:	D2.1	Prepare and deliver presentations on strategic matters	ECITB presentation skills course
		D2.2	Lead and sustain debates with audiences	Effective presentation skills training Creative thinking training
		D2.3	Feed the results back to improve the proposals	Toastmaster-style training Influencing skills training
		D2.4	Raise the awareness of risk.	Internal opportunities chair meetings etc, given feedback and mentored
D3	Demonstrate personal and social skills.	D3.1	Know and manage own emotions, strengths and weaknesses	ECITB Supervisory programme
		D3.2	Be aware of the needs and concerns of others, especially where related to diversity and equality	Diversity and inclusion training
		D3.3	Be confident and flexible in dealing with new and changing interpersonal situations	Unconscious bias training Emotional intelligence training
		D3.4	Identify, agree and lead work towards collective goals	Personal impact course
		D3.5	Create, maintain and enhance productive working relationships, and resolve conflicts.	Conflict management course

Optional Training

ID	Learning Outcomes (LO)*	ID	Work-based activity (WBA) from the UK-SPEC (map a training intervention to each of these)	Training Requirements
E3	Undertake engineering activities in a way that contributes to sustainable development	E3.1	Operate and act responsibly, taking account of the need to progress environmental, social and economic outcomes simultaneously	Training on environmental technologies
		E3.2	Use imagination, creativity and innovation to provide products/services which maintain and enhance the quality of the environment and community and meet financial objectives	Sustainable development training
		E3.3	Understand and secure stakeholder involvement in sustainable development	Clean technology training Training on environmental management systems
		E3.4	Use resources efficiently and effectively	
E5	Exercise responsibilities in an ethical manner	E5.1	Be able to provide example of applying ethical principles as defined in the UK-SPEC. Or an example of upholding ethical principles as defined by your own company or brand values	Ethical principles training Unconscious bias training

These descriptors are subject to change upon reviews and update of UK Spec by the Engineering Council.