

## Training and Competency Officer or Manager

Training and competency officers or managers are responsible for staff training within an organisation. They identify the training needs of staff and develop and organise programmes to meet those needs. They ensure staff members are competent to perform the duties of their role safely and efficiently.

### The Work

You could be:

- discussing and analysing staff training needs with departmental managers, human resources officers and other staff
- deciding on what training is most suitable for each type of employee
- identifying the costs involved and keeping to the budget
- planning the detail of courses, setting up a programme and producing training materials
- choosing the best way to run each course, this could be through e-learning, external or internal courses
- presenting training courses to members of staff
- hiring outside speakers and trainers where appropriate
- using interviews, questionnaires or discussions to assess how successful a training course is
- revising courses to suit the changing needs of the company.

### Pay

The figures below are only a guide. Actual pay rates may vary, depending on:

- where you work
- the size of company or organisation you work for
- the demand for the job.

Starting salaries for qualified training and competency officers or managers in Scotland are usually £25,000 to £30,000 a year. With experience this will rise to around £45,000 a year or more.

### Conditions

- You would be based in an office, but you might spend a good deal of time in a training room or training centre.
- You might have to travel to other locations to arrange courses or to present them. This might involve overnights away from home.
- Depending on the industry to you may to travel offshore. If travelling offshore oil and gas platforms or oil rigs you would need to travel by helicopter. It can be cold, wet and stormy in these environments.
- You would usually work normal office hours, 9.00am to 5.00pm Monday to Friday, but you might sometimes have to work late and run residential, evening or weekend courses.

### Getting In

- You would not normally become a training officer direct from school, college or university. Most entrants first gain qualifications and experience in the field in which they will train others.
- It is possible to work your way up to a training and competency officer or manager post from a clerical or administrative job in the human resources or training department.
- Entry to a clerical or administrative post normally requires some subjects including English at National 4 or 5 or Higher.
- Many employers will expect you to have an HNC (SCQF Level 7), HND (SCQF Level 8) or degree (SCQF Levels 9-10).
- The HNC, HND or degree can be in any subject, but human resource management, business studies, education or psychology are particularly relevant.
- Minimum entry requirements for an HNC or HND are normally 1-2 Highers, and for a degree, 4-5 Highers. Many courses will ask for more qualifications than the minimum.
- It is helpful to study for a training qualification. You could start by studying for the Chartered Institute of Personnel and Development (CIPD) Foundation Certificate in People Practice.
- If you work with young people or vulnerable adults you will require a satisfactory PVG (Protecting Vulnerable Groups) check to show that you are suitable for this type of work. Contact [Disclosure Scotland](#) for details.

You could work for any company that trains its own staff, including private firms in industry and commerce, financial organisations, retail companies, offshore companies and local and central government.

## What Does It Take

You need to be:

- interested in helping people in their professional development
- encouraging and supportive
- a good organiser
- efficient and adaptable
- able to motivate people
- able to analyse staff needs and identify suitable training
- able to write reports and keep records.

You need to have:

- strong presentation skills
- good verbal and written communication skills
- good business sense to ensure that all training meets the organisation's needs
- good IT skills.

## Training

- You would train and gain experience on the job with an employer.
- You could study part time for relevant qualifications.
- The Chartered Institute of Personnel and Development (CIPD) offers a Leading Learning and Development Accredited Programme via distance learning for people who already have experience in people

management and training.

- If you have a degree, you could take a part time postgraduate course while working.
- There are SVQs in Learning and Development at SCQF Levels 8 and 9.
- You will have to keep up to date with changes in technology.

## Getting On

- Becoming a member of the CIPD can help develop your career.
- The CIPD has 3 levels of professional membership: Associate, Chartered and Chartered Fellow. Progress depends on having academic qualifications as well as relevant experience and skills.
- You could also move on to become a training officer or manager in a larger company or organisation.
- In a larger organisation you may gain promotion to senior training officer or training manager.
- There are also job opportunities with national training organisations and private training providers.
- You could set up your own business working as a freelance trainer or consultant.

## Contacts

### Chartered Institute of Personnel and Development (CIPD)

Tel: 020 8612 6200

Website: [www.cipd.co.uk](http://www.cipd.co.uk)

X: @CIPD

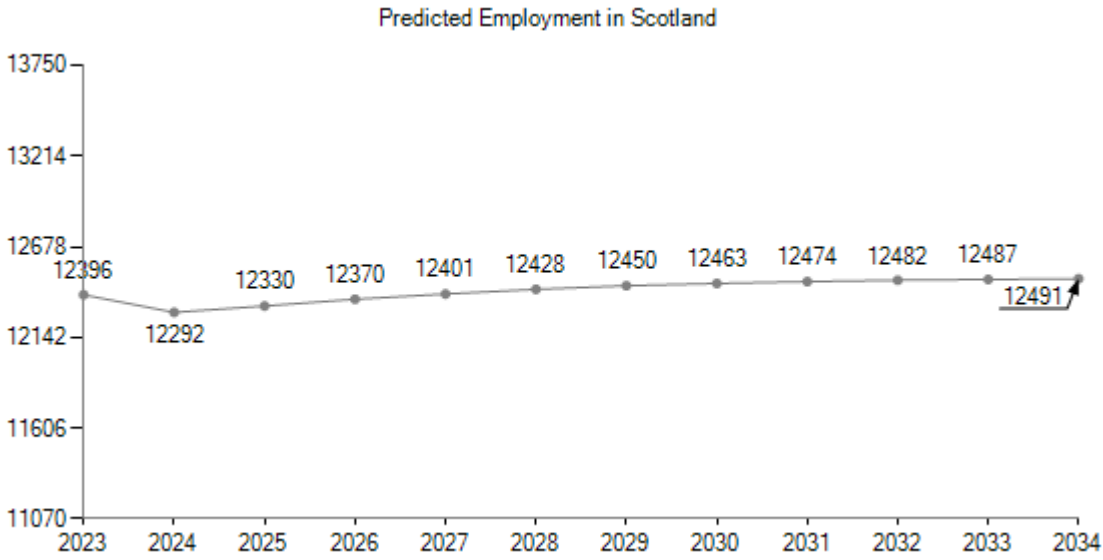
Facebook: [www.facebook.com/CIPDUK](http://www.facebook.com/CIPDUK)

**Statistics**

Employment Status : Not available this career.

**Past Unemployment - Scotland**

No Claimant statistics available for Scotland.



LMI data powered by [Lightcast](#)