

DTO WORKSHOP

(6 November 2014)

Project and Feedback

Project Plan

CLB meetings
(28 Feb, 20 May & 27 June)

TEC (22 May)

Several Sector +
indiv. meetings

- *21 July : prep. meeting Miguel/Pascale*
- 24 July : info meeting with DTOs (45 mns)
- 28 Aug : info meeting with DTOs (45 mns)
- 9 Oct : TEC
- 28 Oct : CLB
- 6 Nov : Workshop day

OBJECTIVES

- Share knowledge about :
 - how to plan training priorities* in each department over 2015
 - DTOs' practices and challenges
 - Dept budgetary distribution and constraints*
- Enhance collaboration and promote transparency between stakeholders dealing with training

*Including safety priorities & costs

PRESENTATION FORMAT

(Maximum 10 mns)

2014	2015
Dept. Priorities (based on discussion with DH & GLs)	Anticipated dept. Priorities (based on discussion with DH & GLs)
Populations	Recruitments
Types of training & priorities	LNI and else
Internal training budget distribution: ✓ per training category (incl. most needed/required) ✓ per person or global	✓ Internal training budget distribution ✓ NEW: Corporate priorities (Language integration, core communication, CDPs)
Observations & challenges	Expected challenges & proposed solutions

- Questions & answers -

PROPOSED TEMPLATES

**TO SUPPORT
PRESENTATIONS**

2014 - 2015

Departmental priorities and challenges

2014

- Populations
- Types of training: participations
- Internal Training Budget (CHF)

2015

- Populations
- Corporate Training : participations
- LNI : information (by L&D)
- Corporate Training Budget (CHF)

Observations and Challenges

Distributed to DTOs to
support presentations

AGENDA

(6 November 2014)

Welcome coffee (8 :30)

«ZOOM» energizer

Welcome by Miguel as CLB Chair

- recap. of CLB recommendations
- questions / answers

DTOs' presentations

- questions / answers

Group discussions

Closure (16 :00)

KEY MESSAGES

(from CLB chair and L&D GL)

- **L&D provides CERN learning framework + continuous support/collaboration to DTOs and HRAs** throughout the year.
- **LNI** process implementation **across all departments** is **important**.
- **Flexible implementation** is needed to take into account each department reality (*variety of populations (MPEs & MPAs); technical competency needs; dept training budget management; rhythm of the «machines»; Dept programme of work; MARS exercise*), however **LNI timing is the same for all Depts**.
- Dept priorities guide N+1 LNI and must be **cascaded top down to DTO**
- **Information** about L&D initiatives to be **continuously circulated**.