



Welfare First – Career Development to Deliver Excellence in Animal Care

Welfare First – Career Pathway

Agenda support's the Institute of Animal Technology's Career Pathway, but how does it manage the development and career opportunities of over 100 animal technologists along this path?

The delivery of great welfare depends upon well trained and dedicated animal technicians; Agenda's Welfare First programme promotes the welfare of animals by caring for the people that care for them.

Facilitating personal development:

- Annual Training "Bank Account" and funding of Home Office courses
- Recognition of Achievements "Hall of Fame" and cash awards
- Promotion and career development
- Membership of the Institute of Animal Technology and Understanding Animal Research
- Quality awards for great work
- Different placements to learn new skills

Investing in people

Linking individual's development needs and career progression to the strategy of the organisation is really important – the use of regular reviews and individual development SMART objectives and appraisal reviews facilitate this.

- Regular Face to Face Reviews
- Annual and Bi-annual formal objectives reviews
- Objectives and training needs focused on career development



Start Date	2014	2013	2011	2006
Name	Phillip	Sam	Dave	Jo
Grade	Trainee Animal Technician	Animal Technician	Licensed Animal Technician	Senior Animal Technician
Current Qualifications	NCAC	BSc AB&W	HO 1-4, IAT level II	HE Dip LAS&T, HO 1-4
2015 Training Plan	IAT level II (Q1 start in objectives)	AT Level II (started 2015)	IAT Level III (started 2014)	IAT Level 6 (started 2015)
2016 Training Plan	Complete IAT level II	HO 1-3	Complete IAT level III	Complete IAT level 6
2017 Training Plan	HO 1-3	Start IAT Level III	NACWO	
2016/17 Grade	AT	AT	Senior Animal Tech	Deputy Manager
2020 Grade	AT	LAT	Deputy Manager	Facility Manager

■ Started ■ Planned for 2016 objectives ■ Future training initiatives

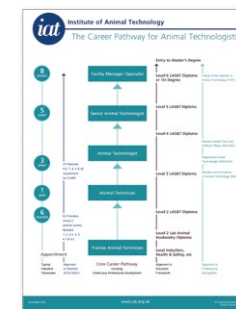
Creating opportunity

- Supported by a roving Training and Compliance Officer
- Individual electronic training records
- Regular training competency reviews
- Welfare First e-newsletter – Training and CPD opportunities promoted
- Technician and Client feedback on performance
- Technician of the Year Award

Conclusions:

Agenda's Welfare First Programme focuses on the care and development of technicians delivering excellent welfare, the Institute of Animal Technology Career Pathway is a useful framework to use in conjunction with Welfare First for the professional development of animal technologists.

By linking the training and development needs to overall strategy of the organisation, use of Investors in People, CPD and appraisal/objective systems to facilitate development and career opportunity – all underpinned by effective communication, competency assessment and record keeping means that the individual and the organisation benefit – but more importantly so do the animals.



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