

## **Councillors Development in the Modern World**

The KALC is mindful that for many **Local Councillors** the concept of “professionalism” in terms of remuneration or as a “career move” sits uncomfortably with the ethos of the talented amateur serving their communities by providing their expertise and commitment for free; along with precious time to improve the quality of local life. However, the Association also wants to encourage the idea of Local Councils being developed in terms of their skill base so that they can *become more professional* and effective advocates for their communities. This acknowledgment also arises from the greater demands on individual Councillors at all levels: including the amount of technical knowledge required and the related requirement for an increasing skills base.

**The Councillors Development in the Modern World** initiative is designed not to force Councillors into continuous professional development: CPD (which is undoubtedly appropriate for officers of Local Councils); but to identify helpful pathways for Councillors to follow as they seek to enhance their knowledge and skills base. This has also become necessary with the expansion of our **Learning and Development** programme into one of the most comprehensive on offer in the country. The flow charts below sets out some possible pathways for Councillors allowing for their particular interests and roles within their Council and is only indicative of options. Please also note that the KALC L & D programme is constantly expanding: so this needs to be taken into account as you plan your development along with any other training providers. Please check with your Clerk (who is also advised by direct e-mail updates) and the attached pages for new opportunities!

### **OVERVIEW:**

The first pathway below **(1)** recommends that all councillors attend the foundation course the *Dynamic Councillor: Challenges and Opportunities*. This foundation course provides a solid grounding in law, procedures, roles and responsibilities for Local Councillors. Once Councillors have obtained the C101 & C111 combination they can move on to the key areas of finance (F101 & F111) and planning (P101 & P111). At this point it is possible for Councillors to specialise with the recommendation that whilst all Councillors should ideally complete the planning and finance modules; they may wish to focus in one of these key areas: perhaps reflecting their interests and committee responsibilities. These additional pathways **(2)** & **(3)** allow for greater specialisation in these fundamental areas and also a broadening of the skills base into areas like project management and the deployment of additional corporate powers like the *General Power of Competency*. A further possibility will be for Councillors to develop additional specialisations and an example of this is pathway **(4)** which allows for a member to strengthen their information based knowledge with substantial generic course on FOI & DPA. We also intend to offer a Health & Safety (including accredited courses) pathway from 2014. The final pathway **(5)** outlines the route a potential Chairman might realistically follow over several years and assumes that he may well have completed some of the previous pathways in his progression. This would not be mutually exclusive to any Councillor who also wished to avail himself of our new *Mentoring Programme* in addition.

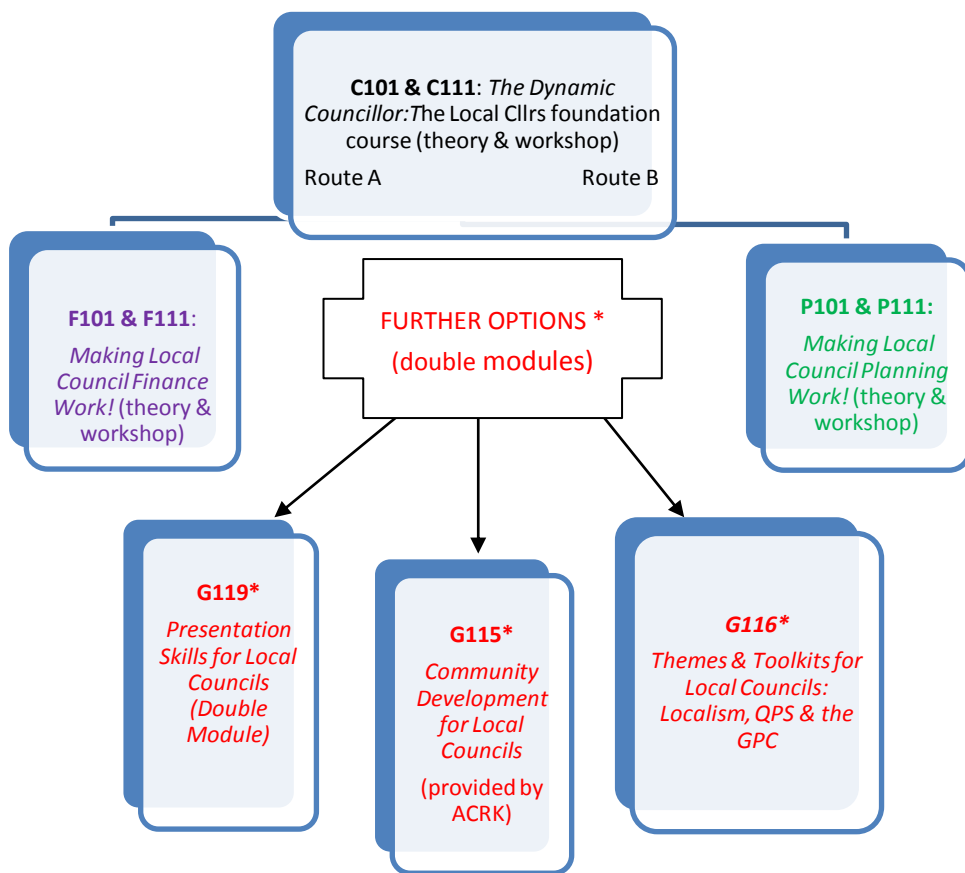
**Pathway 1: Recommended for a New or returning Councillor seeking a foundation course and a strong grounding in planning and /or finance.**

**Pathway 2: Recommended for an established Councillor seeking further professional development in finance (e.g. member of finance Committee)**

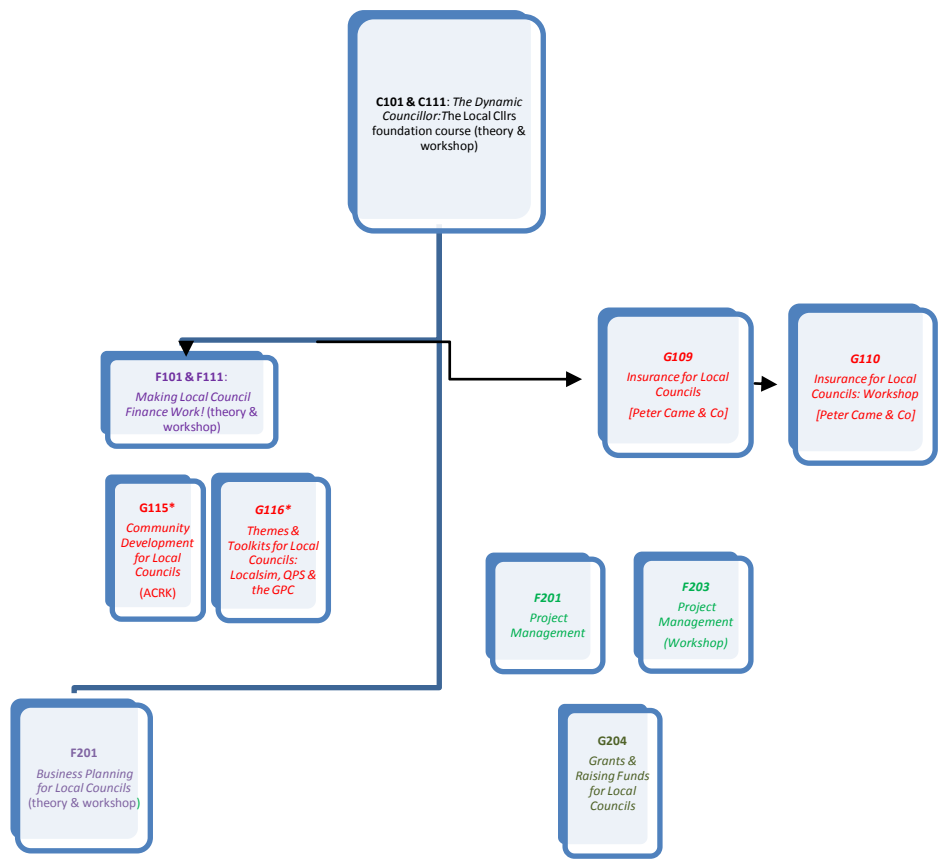
**Pathway 3: Recommended for an established Councillor seeking further professional development in planning (e.g. member of planning Committee)**

**Pathway 4: Recommended for an established Councillor developing an information specialisation**

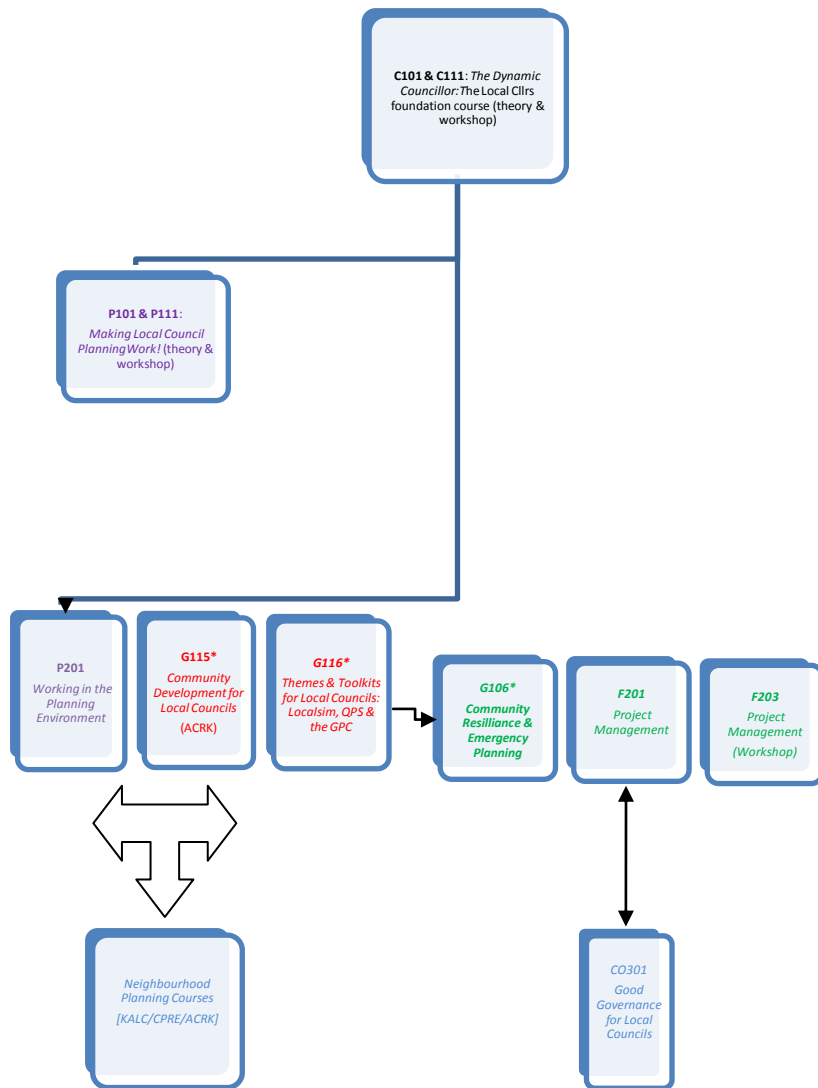
**Pathway 5: Recommended for an established and experienced Councillor aspiring to Chairmanship.**



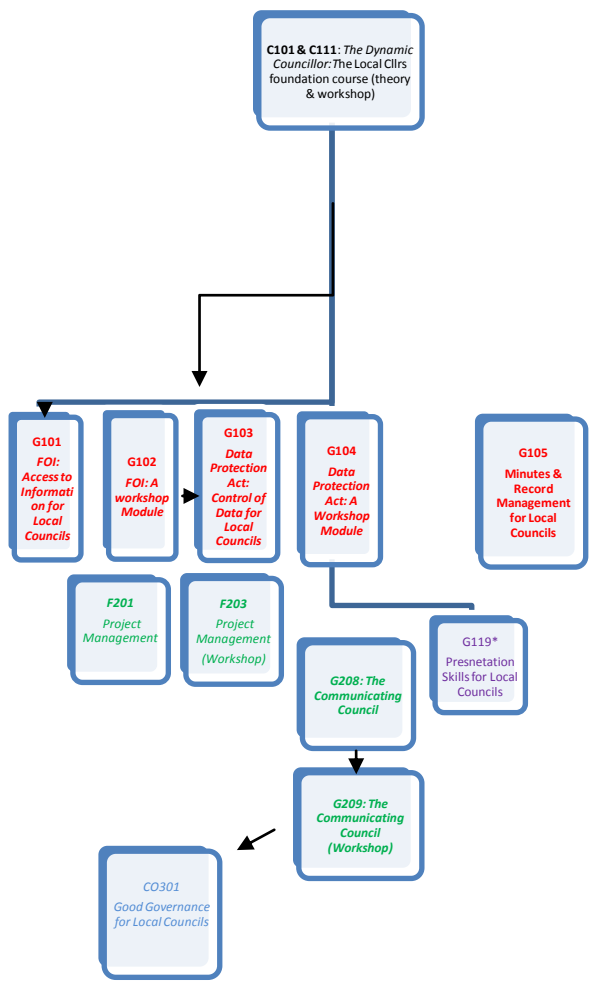
Pathway 1



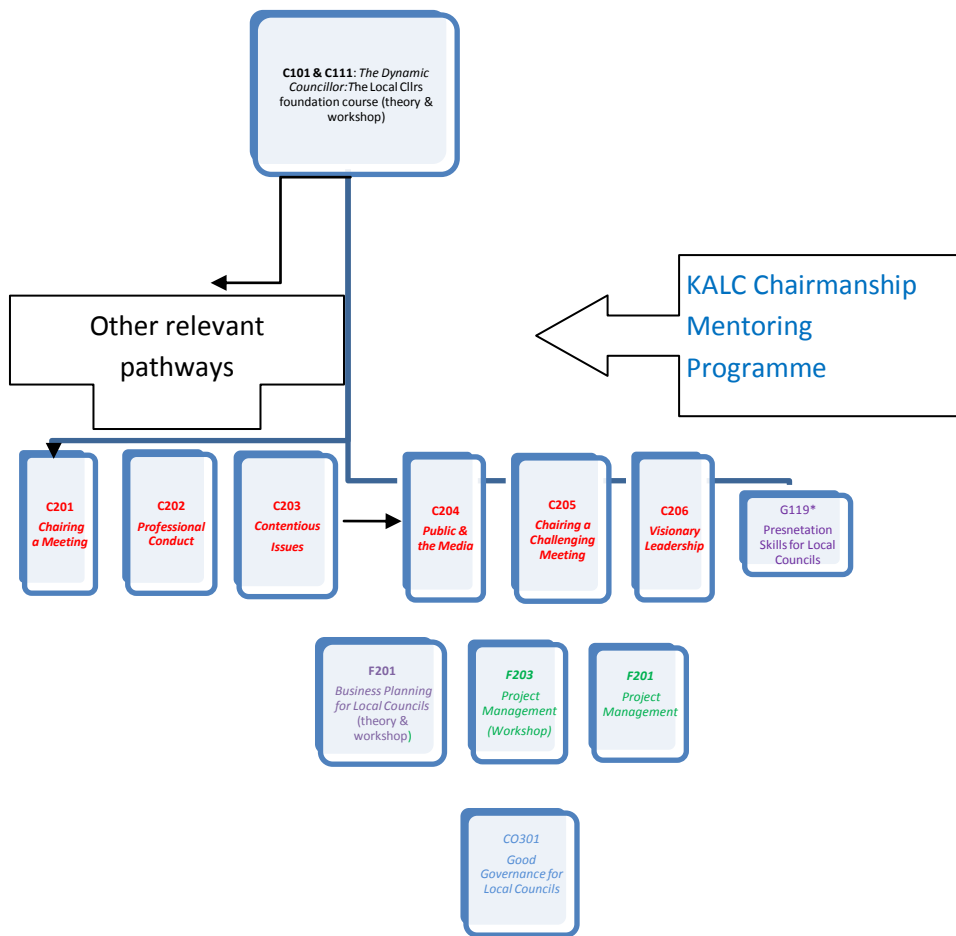
Pathway 2



**Pathway 3**



**Pathway 4**



Pathway 5