

Crofting Commission Training Plan – 2014-17

1. **Purpose**

As the Crofting Commission, we will contribute towards the Scottish Government's purpose by the Regulation and promotion of crofting which will contribute to creating a more successful country with opportunities for all of Scotland to flourish through increased sustainable economic growth.

2. **Vision**

The Crofting Commission believes that structural change and the development of its skills base will ensure that it is much better prepared to meet the significant challenge it faces as an organisation by investing in the people and system that will deliver the regulatory processes of the Commission.

We will recruit and retain a high quality and motivated workforce by encouraging the development of our employees at all levels.

3. **Policy**

Our development strategy aims to:

Improve the delivery of our Corporate Plan by ensuring people have the skills and capabilities to perform effectively in their roles and are motivated to deliver the key outcomes for crofting and the people of Scotland.

We will create a learning culture by putting in place a range of supporting tools and processes which will be reviewed on a regular basis.

We will increase access to quality and cost effective learning opportunities.

Our training plan will be developed to support individuals in line with the Scottish Government guidance.

We will provide our staff with access to the competency framework that underpins career planning and skills development. We aim to have the right people in the right place at the right time.

4. Our Priorities:

- *1. To improve our evidence base*
- *2. To enforce the residency and land use duties of crofters*
- *3. Increased grazings potential*
- *4. To improve the efficiency and effectiveness of regulation building participatory support.*
- *5. Support the registration process*
- *6. Governance, staffing and infrastructure*
- *7. Increase influence through effective collaboration*
- *8. Support legislative reform*

To achieve our priorities our training will be categorised under the following:

Legal

Technical

Leadership

Business Planning

Objective Setting and Measurement