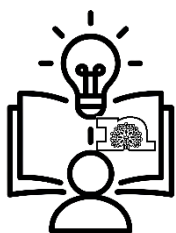


Working for us: learning and development



This easy read document tells you about learning and development opportunities for people who work for Nottinghamshire County Council.



This document includes some links to Nottinghamshire County Council's intranet. This is a closed network for employees of Nottinghamshire County Council. You will not be able to access these links unless you are logged into our network.

Bespoke in-house Learning and Development Offer



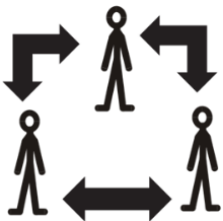
The council offers all staff a good mix of learning and development opportunities.

These opportunities include:



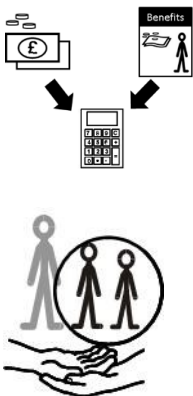
- Personal development
- Health and safety
- Change management
- Leadership development

Leadership and management development programme

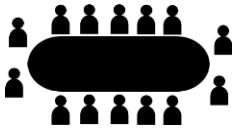


We need well-developed and motivated leaders in our staff team.

This will mean that they understand:



- ongoing financial challenges
and
- increased need for many of our services



This will help us to do things more creatively and be a successful organisation



We need strong leadership to deliver [our](#) [“people strategy”](#) (this link is a PDF and is not in easy read).



Strong leadership will also help us deliver our services we have promised to deliver to the people of Nottinghamshire.



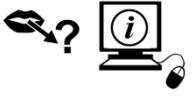
Our graduate development programme is good for the council and also for our staff.

Career Development Portal



The council has a career development portal to develop our leaders and support the development of all our staff.

The portal offers:



- career assessment and quizzes



- practice interviews



- personal development plans



- career training paths



- career e-learning



- expert advice videos



The council offers support throughout our staff's personal development.

In-post apprenticeships



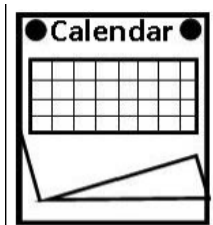
Apprenticeships help you develop skills and gain qualifications while working. This is sometimes called on-the-job training.



All of our staff can ask for funding for qualifications and training in a wide range of subjects.



Training ranges from level 2 (the same as 5 GCSEs) to level 7 (a master's degree).



The training plan will take between 1 and 4 years to complete.



All the training costs are paid for by the council

Employees can [find more information on the intranet](#).

Workplace coaching



The council has a coaching programme to support the progress of our staff.

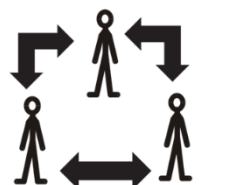


This in-house coaching network has been recognised as good quality by the Institute of Leadership and Management (at level 5).



The network provides personal (one-to-one) coaching to our staff.

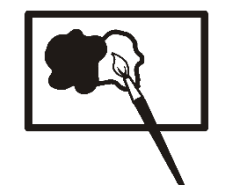
The coaching network will:



- help managers get the best from their teams



- improve employee motivation and engagement

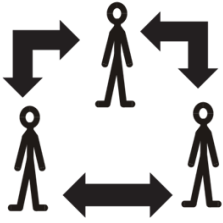


- promoting creativity and innovation

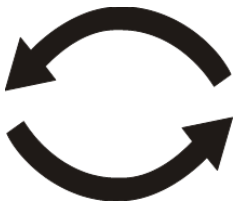


- Develop workplaces that perform well

Secondments



The council offers internal and external **secondments** to help build a suitably skilled well engaged workforce



A **secondment** means that a staff member temporarily works for another department or organisation while they continue to be employed by the council.



We will only agree to a secondment if it will add to the employee's knowledge and skills that will improve the services we provide.



Secondments offer employees a useful career development space, with the chance to make new contacts and learn about a different work setting

Links in this document



Remember: You can only access links marked “**Intranet**” if you are an employee of Nottinghamshire County Council and connected to our network.

People strategy

nottinghamshire.gov.uk/media/4332098/people-strategy-2022-2026-dec-2021.pdf

Intranet – In-post apprenticeships

home.nottsccl.gov.uk/working/organisational-development/learning-development-offer/apprenticeships/in-post

For plain English web page version of this information, go to:

[Learning and Development \(Nottinghamshire County Council\)](#)

nottinghamshire.gov.uk/jobs-and-working/working-for-us/learning-and-development

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