

The educational carousel is about to begin again!

Following the success of the training programmes offered during the previous school year, our training programmes have been expanded to include new training options. The educational carousel is more closely focussed on the development of foreign languages, on improving the deployment of ICT in education, educational training sessions and courses aimed at leadership and sustainable employability.

Training together means developing together and that type of development leads to personal growth and a higher level of return in our schools. Training sessions offer ample scope for interaction and knowledge sharing and we learn with one another and from one another as a result of that interaction.

Conformance with HR strategy

Esprit Scholen is investing in high-quality education and aims to offer a professional climate for learning for students and teachers alike. Objectives have been formulated in the strategic HR policy in order to strengthen the connection between the schools. The policy states that it is necessary to increase the level of professionalism in order to ensure the organisation's appeal as an employer and to remain attractive to existing and new employees. Our aim is to utilise the qualities and talents that employees have to offer and to ensure that we have the "right people in the right positions in our schools" both now and in the future. We achieve this by making changes together and developing together, by learning together, working together and through shared leadership.

The next step is to develop a training policy that meets the strategic objectives of Esprit Scholen and is linked to the strategic HR policy and the training school.

Internationalisation

Students gain experience by actually practising and speaking a foreign language. At Esprit Scholen, there is a considerable degree of interest in developing language skills. This also fits in well with the organisation's philosophy of internationalisation. The language course *Cambridge English* has already been offered for a few years and we are also about to offer the course again this coming school year. What is more, the courses in *Spanish* will also be offered.

ICT and education

ICT applications have changed significantly in recent years as a result of direct access to information sources, contact with others via the internet, a more realistic depiction of reality and improved data analysis. The more effective use of information technology makes it possible to offer education that is more interesting, more up to date and more appealing, for both students and teachers alike. During the coming school year, we will therefore be offering training sessions such as *ICT & didactics* and *Programming*.

Educational training sessions

The aim of educational training sessions is to improve quality and these sessions are aimed at providing employees with specific knowledge and skills.

Leadership

Esprit Scholen aims to improve educational leadership in its schools. Educational leadership means any

form of leadership in and around the school that improves the educational process and optimises the interaction between teachers and students. Its aim is to achieve optimum learning outcomes.

Sustainable employability

Esprit Scholen aims to be a vibrant organisation in which employees of all ages are competent, committed, motivated and healthy. Esprit therefore supports its employees in working on their own sustainable employability, career development and personal strength in their work. As a result of those training courses, employees will gain an insight into their qualities, the activities that give them energy, their pro-activity and balance.

Career development and encouraging mobility between schools

Esprit Scholen aims to be a vibrant organisation with motivated, well-informed and readily adaptable employees. Colleagues who continue to develop and control their own future. Esprit is now offering the career development and mobility programme, in which labour mobility between schools plays a major role. Labour mobility increases the knowledge and experience of both schools the employees and the schools themselves.

Labour mobility – a win-win situation

Internal labour mobility is when an employee accepts a different position with the same employer. *External labour mobility* is when an employee accepts a new job with a different employer. Labour mobility contributes to the flexibility of the schools and increases the employability of employees. Various external developments mean that there is a decline at a number of schools, yet at other schools within Esprit, the number of students is increasing. There is also a lack of staff in specific shortage subjects. Schools require an increasing level of flexibility in order to respond to these developments. For schools, cutbacks, the implementation of new tasks and changes in working methods can be achieved more efficiently if the level of labour mobility is sufficient.

An employer who offers several prospects is more appealing to employees. Labour mobility also reduces the chance that employees will feel they have reached a dead-end during their career. Labour mobility is therefore important for employees and employers alike and therefore forms a focal issue in our strategic HR policy. In order to increase labour mobility within Esprit Scholen, we offer employees a career development and mobility programme.

Career development and mobility programme

Career issues in education are not simply related to career but also scope for movement within that career. For example, this may include issues regarding expanding one's task portfolio versus specialisation, taking a step back or changing subject. Self-knowledge is an important aspect here, as it forms the basis for personal growth and making choices. The best guarantee for enjoyment and success is if you are working in a field that suits you. In all interventions from the programme, you are the one in control; after all, you yourself are responsible for your own career. All courses are short and effective.

Reinvent yourself with one of the following measures to encourage mobility.

Career scan

The career scan offers insight into your personal work ethic and career ambition. You will need to answer a variety of questions in this regard. The results are incorporated in an extensive personal report and explained in person during a discussion with the careers advisor. This insight forms the ideal basis for answering any questions you may have regarding your career and development. The careers advisor will

assist you in compiling an action plan. The end result is that you have an action plan containing the steps that you will take. You are the owner of your career report. You will need the consent of your line manager to request a career scan, but you can decide whether or not you wish to discuss the career report with your line manager.

Would you like to sign up?

You can sign up for this using the career development form. By completing this form, you are stating that your line manager has approved your registration and that financing will be provided by your school.