



Supporting and promoting Scotland's network of Rangers for over 40 years

The Continuing Professional Development (CPD) Journey

STARTING OUT



1974 - 1997 National In-Service Course

- 50 different employers
- national identity



STARTING OUT

1974 - 1997 National In-Service Course

- provided by Government agency
- common understanding of Ranger skills
- 6 modules
- very participative; experienced Rangers as trainers

1999 - 2002 Higher National Certificate

- provided by partnership of colleges

CHANGING DIRECTION

2002 - 2008 Training Gap

2009 -10 Ranger Standards Manual

- Code of Practice for employers
- Core roles of Rangers
- **The CPD Journey**



THE NEW ROUTE

What is CPD?

Focus on:

- individual learning and growth
- demonstrating competence that meets agreed standards
- identifying and meeting individual training needs
- **being competent**

THE NEW ROUTE

Why CPD?

- New recruits have relevant degrees/vocational qualifications
- Mature Ranger Services are able to give on-the-job training
- Ranger Service budget constraints
- **Rangering is a profession**

Benefits for Employers and Managers

- Uses nationally agreed standards to show that staff are competent
- Fits in with Staff Appraisal and encourages regular contact between Ranger and Manager/Assessor
- Focuses on results and clearly identifies training needs
- Fosters high level of customer service
- Provides benchmark for promotion and recruitment of staff

Benefits for Rangers

- Allows Ranger to control own learning and growth
- Gives motivation
- Helps those facing change to meet the challenges
- Ensures Ranger gets necessary training
- Helps Ranger to be more effective and fulfilled in work

How much does it cost?

- SCRA membership - £35
- Registration fee
 - Foundation Level - £200
 - Scottish Ranger Award - £400
- Cost of any training need identified - £?

The Steps

Induction - done by employer

Making Connections Course - done by SCRA

CPD Programme ----→ competencies

4 generic competencies

1. Working with other people
2. Delivering results
3. Communicating
4. Learning and applying

7 specialist competencies

1. Habitat management
2. Management planning
3. Recreation & Visitor Management
4. Ensuring site & ecosystem integrity
5. Outdoor Learning & Interpretation
6. Community & other stakeholder engagement
7. Delivering Training to others

Choose 4 of these for Scottish Ranger Award

2 levels

Foundation - new Rangers, seasonal Rangers, apprentices

Standard - more experienced Rangers

The Route to Success

Ranger and manager/assessor agree choice of specialist competencies

Both attend 1 day SCRA course

Ranger begins to collect evidence for portfolio:

- use available evidence eg emails; meeting minutes, event posters, risk assessments, letters from customers
- Generate new evidence eg reflective account of guided walk, photos, observation by manager or colleague

One piece of evidence can be used many times

The Route to Success

Assessor meets with Ranger regularly to review progress and set targets

Together they identify gaps ie training needs and how to meet these

Assessor signs off completed parts

When all generic and specialist competencies are completed, portfolio submitted to SCRA for verification

Reaching the Destination

➤ Scottish Ranger Award is presented.....

➤ The Journey continues?

