

Integrated Management System

ALE-IMS-01-HSQE-PLY-009

LEARNING AND DEVELOPMENT POLICY

We want to be the best in our industry at attracting, developing and retaining people.

By maintaining a strong brand identity in the recruitment marketplace, we ensure the company is an attractive career prospect for personal development and growth, using the ALE Careers Hub and graduate recruitment programmes.

We strive to retain personnel through implementation of a planned approach beginning with organisational design, and leading to role descriptions with 100 Day Plans for structured development, regular one-to-one (Green:Red) performance reviews, engagement and other surveys to obtain employee feedback, and identification of career progression opportunities for individuals with high potential.

Our development aims are to improve operational performance and future proof the business. Learning and Development activities will include a Chartered Management Institute accredited Leadership Development Programme, engineering skills training and associated development plans, supervisory, sales and project management courses, and Standard Schemes of Training (SSOTs) for specialised plant, equipment and activities.

ALE's Learning and Development team will liaise with locally appointed training and HR coordinators reporting to both regional management and the Global Learning and Development team, and accountable for delivering group objectives at a local level. We will ensure continual improvement through regular monitoring, measurement and review.

Our vision is to lead the way and deliver industry best practise through robust, structured learning opportunities accompanied by a quality infrastructure capable of providing meaningful data.



Chris Hines
Global Recruitment, Learning and Development Manager