**Guidelines in Training and career paths at Phoenix Support**

Here at Phoenix, we take your career seriously. If you want to learn new skills or gain professional qualifications, we will support you in making this happen.

However, we also know that there will be times when doing your job is enough. Therefore, we aim to make your learning opportunities as flexible as possible and able to fit with your other commitments.

By following through structured training with our provider Anne, of Care Training Providers (CTP) recommended by Kent Integrated Care Alliance (KICA) you are able to gain certificates in many courses under the health and social care umbrella. For professional qualifications there is the NVQ route through to level 5 for leadership and management.

Additionally, we encourage our employees to consider courses where they can gain practical experience at work whilst learning outside. Examples of this are Train the trainer.

We are always sad to lose good staff, but it is pleasing when our employees move on as a result of the enhanced skills base and qualifications gained at Phoenix Support. Some of our leavers have joined the probation service, now work in the mental health sector or have joined management teams in other companies. We are proud of their achievements.