



Policy Information	
Policy No:	AD-HR-1.21
Approved by:	Executive Management
Approval Date:	February 20, 2014
Executive Responsible:	VP Academic and Executive HR Director
Administrator Responsible:	Executive HR Director
Date of Next Review:	February 2019

PROFESSIONAL AND CAREER DEVELOPMENT FOR CNC EMPLOYEES POLICY

Policy Statement

This policy sets out the guiding principles of professional and career development at CNC for all employees

Purpose / Rationale

CNC is committed to providing a supportive and rewarding work environment that recognizes the professionalism of its workforce and supports Professional Development which is linked to achieving CNC's Mission Statement, Strategic and Education Plans.

Scope / Limits

This policy applies to all CNC employees and sets out the principles that underpin professional development for CNC employees. This policy should be read in conjunction with the relevant clauses of the FACNC collective agreement, CUPE collective agreement and the Personnel Policy – Admin 2010 document. This policy is not meant to supersede the language in those agreements.

Principles/Guidelines

1. The College will support a range of strategies and programs to enhance and build the capacity and skills of employees.
2. Employees will have the opportunity to develop career plans and participate in career development activities that are in alignment with organizational and program/department goals and contribute to advancement within the College
3. Employees must maintain skills and qualifications as required for their current positions and are encouraged to expand and improve their skills for the potential of advancement at the College.
4. The College provides professional development access and resources to assist all CNC employees in achieving their goals.
5. Employee professional development forms part of the performance review process.

Definitions

1. Professional Development
Professional Development is the opportunity to participate in learning activities and education to extend and broaden the capabilities of employees in relation to their current role and responsibilities at CNC.
2. Career Development
Career Development refers to the process of enabling employees to plan and participate in activities that improve their career prospects, progression and promotion within CNC

Legislative and Collective Agreement References

CNCFA Collective Agreement Article 16 in common section, articles 7, 10.18 and 13 in the local agreement.

CNC CUPE Collective Agreement Article 17 Career Development.

CNC Administrative Policy

Administrative and Development Plan for Administrators

Links to Other Related Policies, Documents and Websites

Training and Professional Development under Human Resources Webpage at www.cnc.bc.ca

Policy Amendment Log

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