



SPECIALIST PROVIDERS OF TRAINING, QUALIFICATIONS AND COMPETENCE ASSURANCE



ONSITE, ONLINE AND OFFSHORE



ABOUT POLARIS LEARNING

ONSITE, ONLINE AND OFFSHORE

WE ARE PASSIONATE ABOUT MAKING SURE OUR CLIENTS GET THE MOST FROM THEIR TRAINING, COMPETENCE ASSURANCE OR QUALIFICATIONS. WE ARE COMMITTED TO YOUR TEAM AND YOUR ORGANISATION, AND YOU WILL SEE REAL BENEFITS FROM HAVING US ON BOARD.

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"The continued high level of service from Polaris Learning has allowed us to develop our training programmes at a much faster rate than envisaged. We are able to deliver a quality product to our clients, always exceeding their expectations.

The training experience has always been both professional and knowledgeable, delivered at the correct pace for all concerned, with a good mix of theory and practical skills training.

The relationship that has built with Polaris Learning is of great value to us as a company. Polaris Learning, like ourselves were looking to develop long term 'partnerships' in the development of training and competence solutions which matched our requirements exactly."

Delivering training and qualifications to countries around the world since 1996



YOUR COMPETENCY MANAGEMENT SYSTEM

FOR OVER TWENTY YEARS, WE HAVE BEEN WORKING CLOSELY WITH CLIENTS ACROSS THE WORLD TO PROVIDE SOLUTIONS FOR THE MOST CHALLENGING TRAINING AND COMPETENCY PROJECTS.

Our experience puts us in a great position to understand what will give you the best result for competence and risk management. We can help you with the strategic decisions and the short term requirements.

Our services include:

- Developing and implementing competency management systems
- Risk profiling
- Supporting the competency team
- Health check of your competency management system
- Streamlining your competency management system
- Working with your supply chain
- Internal verification and support services
- Linking training and competency
- Assessor and internal verifier training

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"We have delivered a workable competency framework in the North Sea for all offshore positions. We have started recording progress and can confidently measure where our competency gaps are. As a start up company with no competency framework in place this has been an invaluable service and has made a worthwhile contribution to our expected success."

Human Resources Director
INTERNATIONAL DRILLING CONTRACTOR

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"The service provided by Polaris Learning in terms of assessor training, internal verifier training and consultancy has supported Odfjell Drilling (UK) at all levels within our organisation in maintaining our Competence Assurance Management System."

Training and Competence Assurance Supervisor
ODFJELL DRILLING UK LTD

TRAINING YOUR ASSESSORS

ASSESSOR TRAINING IS ONE OF THE MOST CRITICAL ACTIVITIES IN IMPLEMENTING YOUR COMPETENCE ASSURANCE SYSTEM.

Your assessors need to be trained on your assessment process if you want them to be able to apply this effectively back in the workplace.

Our key products include:

Qualifications:

- SQA L&D9DI Assessor Qualification
- SQA L&D9D Assessor Qualification
- Training with a Knowledge Assignment
- Training with a Practical Assessment (Certificate of Competence)

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"Polaris Learning was aware that our people were busy all the time and helped our candidates to finish. They are flexible, reasonable in price, a good coaching team and achieve an international standard."

Assistant Training Manager
ARABIAN DRILLING COMPANY, SAUDI ARABIA

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"With your services and assistance we could get our prospective assessors certified in SQA L&D9DI in the shortest possible time and keeping our assessors competent which was a major concern of our client for the services we provide to them."

Director
PETRODIA ENGINEERING INTERNATIONAL
(P) LIMITED , INDIA

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"Great service, good people to work with and good value for money. We now have confident trainers, confident assessors and overall increased awareness of service quality.
Great result!"

Training and Competency Specialist
MAJOR SERVICE COMPANY

TRAINING YOUR INTERNAL VERIFIERS

WE CAN HELP YOU ENSURE THAT YOUR INTERNAL VERIFIERS KNOW WHAT THEY NEED TO DO AND HOW TO DO IT.

If you are looking for a qualification, we can take your internal verifiers through the process.

Our key products include:

Qualifications:

- SQA L&D11 Verifier Qualification
- Training with a Knowledge Assignment
- Training with a Practical Assessment (Certificate of Competence)



"I can now use our system and procedures of internal verification with a full understanding of how it should be done and maintained."

Online Verifier Learner
INTERNATIONAL LIFTING COMPANY

ODFJELL DRILLING

We have developed a close working relationship with Odfjell Drilling and since 2004 we have provided a range of services to support Odfjell Drilling's competence assurance process. This relationship was extended in 2011 to cover the international arm of operations.

TECHNIP

Since early 2009, we have delivered a range of training to Technip, including assessor and internal verifier training, to assist with the improvement of the company's offshore competency scheme for marine and construction personnel. This has included some independent verification of portfolios.

KCA DEUTAG

Working together since 2001, our services include the development of competency portfolios, and the establishment of KCA DEUTAG as a Satellite SQA Centre providing assessor and internal verifier accreditation.

We have also provided a range of related services including the Institute of Leadership & Management accredited programmes for offshore supervisors and rig managers, and a Rig Safety Training Coaches training programme, accredited through the ILM.

KCA DEUTAG achieved OPITO accreditation for their competency management system in 2011.

LEADERSHIP AND MANAGEMENT DEVELOPMENT

WE BELIEVE THAT THE SUPERVISORS AND MANAGERS WHO THRIVE IN THEIR ROLES HAVE THE RIGHT SKILLS, KNOWLEDGE, ATTITUDES AND BEHAVIOURS.

So we offer a range of practical training and qualifications that help supervisors and managers develop the skills and knowledge to succeed.

Our key products include:

Qualifications:

- ILM Endorsed Leadership & Management Essentials
- ILM Endorsed Leadership & Management Excellence
- ILM Endorsed Train the Trainer
- ILM Level 2 Award in Leadership & Team Skills
- ILM Level 3 Award in Leadership & Management
- ILM Level 4 Award in Leadership & Management
- IOSH Working Safely / Managing Safely

Stand alone training modules:

- Communication
- Leadership Skills
- Motivation for Performance
- Leading Change
- Coaching Skills
- Appraisals / Performance Management

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"Delegates are now better equipped in management and leadership skills. Importantly self awareness among delegates has improved and self development has strengthened within them also. Polaris Learning deliver tailored programmes, delivered in a focused and relevant manner and in a style that truly engages the participants."

Head of Human Resources
ABERDEEN INTERNATIONAL AIRPORT,
SCOTLAND

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"I am very impressed with the result from Train the Trainer. The big thing is how our trainers can now express their knowledge and put it across to someone new to the subject."

Training and Competency Manager
KCA DEUTAG

"I now think more like a manager. I know how to handle situations, I know when to step in, I have more confidence in mentoring, delegating and using active listening."

A New Manager
BIBBY OFFSHORE

TRAINING AND COMPETENCY ONLINE

IT IS INCREASINGLY IMPORTANT TO BE ABLE TO MANAGE YOUR TRAINING AND COMPETENCY PROGRAMMES ONLINE, AND TO OFFER LEARNING AND DEVELOPMENT THROUGH ONLINE AND BLENDED LEARNING.

Our experienced team can guide you through the process of moving to a training and competency database or away from traditional training methods to online and blended learning. We can do as much or as little as you require, from guidance to full implementation.

▶ TRAINING AND COMPETENCY DATABASE

We have helped many clients move from a paper based training and competency system, perhaps managed through a series of excel spreadsheets, to an online training and competency solution.

One approach is for us to work with you and your IT partner to help you create a training and competency database. Or we can work with you and our IT team to design, build and implement your training and competency database.

We are developing our own training and competency database that will be available in 2017.

▶ ONLINE AND BLENDED LEARNING

In January 2015, we launched our online and blended learning portal PLUS enabling us to provide online, cost effective, high quality training.

PLUS enables us to support those who prefer to learn online. It allows us to bring groups of learners together for online meetings, and it also allows us to extend the learning process through a combination of workshops and online learning.

Learners tell us PLUS is engaging, easy to use and the support from their trainers has been fantastic. Their training managers make use of the client reporting to track progress and they appreciate the cost savings. Our trainers find it is a great way to provide bite size learning.

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"A clear, straightforward and intuitive suite."

A learner on PLUS.

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"I really liked the personal approach to feedback on PLUS. It is the first time I have experienced such personalised feedback on an online course."

A learner on PLUS.

DEVELOPING RELATIONSHIPS: DELIVERING RESULTS

**Aberdeen International
Airport**



BIBBY
OFFSHORE
because we love this business



ConocoPhillips



KCA DEUTAG



Technip



CABOT



centrica

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