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## FULL TRAINING WILL BE GIVEN

You often see the words 'full training will be given' in a job advert or may have been told during an interview that 'the company provides support with future studies' but have you ever wondered what these phrases really mean? The answer to this question can vary enormously. Training and support can mean anything from a half-hour chat with your manager on your first day in a new job, to a structured programme of on the job training, in-house and external courses, internet based learning, and assistance with studies for professional qualifications. Whatever your training needs and career aspirations it is important to make sure that a prospective employer thinks the same way as you.

The importance of training is often overshadowed by other issues such as time, budget constraints, staff availability and commercial pressures. But well trained, knowledgeable employees are a valuable resource for any business and the Praxis Group is committed to investing in its staff to enable them to develop skills in line with the Group's business objectives.

Praxis is one of the leading independently owned financial services groups in the Channel Islands providing a range of services including traditional audit, accountancy and taxation services, offshore trust and company services, fund administration and asset management services. Over 80 staff work at the Group's offices in Guernsey, and all of them are involved in an on-going programme of training and personal development.

There are two main reasons for putting training at the top of our agenda. Firstly, it is good for business. Training creates more knowledgeable staff who work more efficiently and effectively. This in turn adds value to the quality of service provided to our clients. Our dynamic training policy enables Praxis to attract the best recruits in a very competitive employment market. Secondly, it is good for our people. Training develops confidence and allows individuals to fulfil their potential.

Praxis grew from the former Channels Islands partnership of Pannell Kerr Forster, Chartered Accountants and so professional training for

student accountants has always been at the core of our training programme. However over the years our business has changed, so have our areas of expertise and we now provide training in other professional disciplines such as Chartered Secretaries and Chartered Tax Advisors. Praxis does not just offer financial assistance with professional studies, we also provide time in the form of study and exam leave. We also have the resources to ensure that staff receive the very best guidance, tuition and experience throughout their training period.

Coupled with professional training and continuing professional development we recognise the need for skills training throughout the Group and make sure that all our staff are professionally and technically equipped to carry out their work. Our Training Manager co-ordinates all internal training requirements and designs and delivers relevant courses to all levels of staff. In addition to this we use internet based training modules and bring in external business and training specialists to provide relevant courses where required.

Our commitment to training demonstrates our commitment to our staff. We provide a programme of training and personal development tailored to each individual's needs. We value our people and when we say 'full training will be given' or we provide 'support with future studies' we mean it!

**By**  
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