

## **Work ladder**

*The work ladder shows how much guidance you need at work and how independently you can work.*

The first step on the work ladder is work preparation. You will be prepared to start working. This is done entirely under supervision and you will not yet be working independently.

Next comes working within IBN. You will then be working under the supervision of someone from IBN within the IBN buildings.

You will be one step further up the work ladder when you start working on location. You will then be working outside the IBN buildings, at an IBN client's premises. However, supervision from IBN will still be present.

In an individual secondment, you will work independently on location. You will have a secondment consultant from IBN, but the daily supervision at work will not be provided by someone from IBN. This will be done by a manager from the company where you work.

If you start working regularly with a safety net, you will be employed by a company other than IBN. If, through no fault of your own, things do not work out at a company other than IBN, you can return to IBN.

The final step on the career ladder is regular employment. You will then be employed by another company and no longer need IBN.