

## Pedagogical Policy

IFP Training's raison d'être is to support the competency development of energy players. Our ambition is to be the reference in this field thanks to our employees who unite their energies to serve our clients around the values of expertise, innovation, commitment, solidarity, and security.

Our training courses are based on business **competency frameworks** and on the analysis of our clients' needs. They have a resolutely applied character, in direct link with the technical, economic, and organizational practices of our industries while giving the learners the tools allowing them to adapt to professional situations they are confronted with. The objectives of our training courses are therefore based on operational objectives, whether in terms of knowledge, know-how or interpersonal skills.

We train our clients' employees at **all levels**, from operators to managers, and at **all levels of depth**, from fundamentals to expertise. We adapt our programs to our clients' specific needs and the populations concerned.

We implement training **methods** that suit the nature of the training and our clients' constraints: inter- or intra-company; face-to-face, remote or hybrid; synchronous or asynchronous; in the classroom, in a workshop, or on real units.

We determine and clearly display the **prerequisites** for our training courses and ensure they are met.

We make every effort to ensure that people with **disabilities** have access to our training.

Our training courses are organized to allow participants to **mobilize**, to **acquire** knowledge, know-how, interpersonal skills and to **anchor** what they have learnt.

We implement throughout the training courses a system of **assessment** of the learners' skills to optimize the learning process and to ensure that the objectives are achieved.

We design our **pedagogical scenarios** by proposing various activities adapted to successive learning situations and their specific objectives.

We deploy high-performance **teaching tools**: demonstration or manipulation materials, interactive digital learning management system and simulators adapted to the specificities of our training.

Our training courses lead to **certification recognized by a third-party organization**, or an **IFP Training certificate** attesting to the skills acquired.

On behalf of the Executive Board  
Rémi MOUCHEL

