



STRATEGIC **PLAN**

2020 and beyond

Supporting language professionals worldwide





VISION

CIOL believes in a world
which values every language,
every culture, every linguist



PURPOSE

Our purpose is to develop and support linguists through qualification standards, professional recognition and fostering a community of practitioners. We also work to enhance the recognition and value of languages and language skills for the benefit of society in general and of our members in particular.

We achieve this by...

- Accrediting language practitioners by offering high quality professional qualifications through our awarding organisation IoL Educational Trust, (IoLET) and by promoting the benefits of professional recognition through CIOL membership and Chartered Linguist status
- Supporting all linguists wherever they are based to achieve their professional aspirations, by delivering high quality services, guidance and resources, and by facilitating networks among linguists
- Representing all linguists by being an authoritative and respected voice with policy makers and users of language services and promoting the pivotal role of language services and skills in society, both in the UK and internationally
- Working with educators, employers and government to provide development and learning opportunities and a clear career pathway for all aspiring and practising linguists



VALUES

Our aims and objectives are founded on the belief that knowledge of languages and intercultural competence benefit society economically, culturally and politically. They are underpinned by a belief in equality and a respect for diversity and difference.

Our five core values are:

- 1 International understanding**
Respect for the diversity of languages and cultures
- 2 Professionalism and integrity**
In our dealings with our members, our staff and other stakeholders
- 3 Openness and transparency**
In relation to our members, our staff and other stakeholders
- 4 Responsibility and responsiveness**
To the wider community and the environment
- 5 Innovation and continuous improvement**
In our products and services and their delivery



ACCREDITING LINGUISTS

CIOL will offer linguists the opportunity to attain qualifications and to become a Chartered Linguist. CIOL will work to position professional linguists alongside other highly regarded chartered professionals and will clearly articulate to the users of language services the benefits of engaging a qualified Chartered Linguist.

To achieve this we will...

- Promote professional membership and the pathway to becoming a Chartered Linguist as achievable and the norm for the practising linguist
- Develop qualification and competency frameworks to recognise differentiated language skills at a range of levels
- Raise awareness of the value of achieving a professional qualification offered by CIOL's awarding organisation IoLET
- Advocate the selection of professionally qualified Chartered Linguists by employers, language service users and providers



DEVELOPING LINGUISTS

CIOL will collaborate with education providers, employers and government to improve and expand opportunities for aspiring and practising linguists to learn and progress their career.

To achieve this we will...

- Offer accessible training and provide tools to support and monitor structured Continuing Professional Development
- Work with training providers to expand and improve provision relevant to IoLET qualifications and examinations
- Grow partnerships in the UK and internationally
- Cooperate with educational stakeholders to promote the language professions and becoming a Chartered Linguist as a rewarding career choice



SUPPORTING LINGUISTS

CIOL will provide its members with services and information that will support them in their work as linguists. We will also support those considering careers with languages through relevant guidance.

To achieve this we will...

- Extend the portfolio of member benefits and services
- Maintain a binding and relevant Code of Professional Conduct for members
- Offer careers guidance and resources and illustrate success through role models and case studies
- Provide guidance for buyers and users of language services as well as employers



REPRESENTING LINGUISTS

CIOL will represent its members as well as the wider language professions in the public arena with policy makers and industry. We will work to raise the recognition of professional linguists and the value of language skills.

To achieve this we will...

- Formulate and promote policy and develop position papers to have a strong and respected voice in the media
- Respond and comment on matters regarding languages
- Promote the significance of professional linguists as well as the value of languages at non-specialist levels



MONITORING & MEASURING

Annual cycle of monitoring:

- The Strategic Plan is owned by the Chairs of CIOL and IoLET, with the Chief Executive responsible for operational delivery
- A series of operational plans support the achievement of our strategic aims and we review quarterly to assess progress, achievements and risks
- An annual summary report on achievements against the Strategic Plan is presented to our Council and Board
- The detail of our achievements is published in our Annual Review
- The strategy cycle concludes with an annual review and strategic planning meeting each spring, and a major strategy review every three years