

Train to Gain

Presented by

Norman Jennings

Operations Director

London Brokerage Consortium

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WHY?

Leitch Report

- Commissioned by the Government 2004
- Global economy and the relationship of skills to an economic performance and competitiveness
- UK must urgently improve skills at all levels
- The UK cannot afford to stand still on the issue of skills
- Risk being overtaken by emerging economies such as China and India
- Ambitious target: UK to become a world leader in skills by 2020

THE ISSUE

The figures:

- There are 6.6 million economically active adults without Level 2
- SMEs with 5 to 99 employees have the greatest skill gaps
- Skills shortages continue to have a negative impact on UK productivity and competitiveness in the face of fast-growing economies

TRAIN TO GAIN

What is Train to Gain?

- New service designed to help your business get the training you need to succeed
- Delivered via free impartial advice through a Skills Broker
- Discuss your business objectives and then help you source suitable training for your staff to meet those objectives
- The Skills Broker acts like a 'personal shopper', simplifying the range of provision out there and completing the paperwork for you
- Both the training and skills advice offered will be impartial, flexible, responsive and offered at a time and place to suit your business

A typical Skills Broker meeting



HOSPITALITY INDUSTRY

Key facts

- Current labour turnover for the sector is 30%
- 54% of managers do not possess the minimal level of qualification for their position
- 63% of employers believe their staff's customer service skills are not sufficient enough to meet their needs
- 40% of chefs do not possess a qualification at level 2, the minimum level required to prepare and cook from scratch
- 60% of the workforce in the hospitality industry in London is from overseas (17% nationally)

WHAT IS FUNDED UNDER TRAIN TO GAIN?

- Any 1st Level 2 Qualification is fully funded and training can take place in the workplace at a time to suit you
 - NVQ Customer Service
 - NVQ First Line Management/Supervisory Skills
 - NVQ Food Processing and Cooking
- Level 3 Women-only Pilot – Is partly funded, employer will need to contribute £200-300 towards the cost of the qualification
- Basic Skills including ESOL – Literacy, Numeracy and English Language (ESOL)
- Any other training in the main will be at full cost, but there are pots of funding, a broker will signpost you to those funds and broker the solution to you.

FUNDING

Leadership and Management Fund

- £1000 grant (two thirds funded)
- Private companies
- 10 – 249 staff
- Not received Investors in People
- One grant per person, per company
- Owner, Director or Manager
- Formal or informal training
- Coaching or mentoring
- You decide on the provider

SKILLS PLEDGE

What is the Skills Pledge?

- Public voluntary commitment by an employer
- Public declaration by an employer to say that they support their staff to:
 - Gain basic literacy and numeracy skills
 - Work towards achieving their first level 2 qualification in an area that will be valuable to the employer
- Launched 2007
- 150 leading employers signed up including:
 - McDonalds
 - BT
 - Sainsbury

SKILLS PLEDGE

Benefits for you

- Competitive advantage
- Quality mark – could include on contracts
- Attract better quality of staff
- Improve staff retention

TRAIN TO GAIN

Benefits

- A clear path through the 'maze' of support available to you
- Ongoing support
- Better skilled workforce
 - Greater efficiency
 - Fewer mistakes
 - Better customer service

Leading to

- Reduced costs
- Competitive advantage
- Increased profits

Thank You