

# Train to Gain is boosting Cambridgeshire businesses

>Businesses in Cambridgeshire are benefiting from a brand new service that makes sure their staff have the right skills to do the best job.

Train to Gain, an exciting service from the Learning and Skills Council (LSC), has been helping local businesses to get the training they need to succeed. This innovative service enables employers to train their staff and improve business performance. This is particularly important as skills shortages continue in the East of England and can affect an organisation's competitive edge.

LSC research shows that, in some areas, 25% of the working age population are qualified to below Level 2, equivalent to five good GCSEs and the benchmark of a minimum standard of education needed to get on in working life.

Train to Gain helps businesses identify and undertake the training they and their employees need. Skills and training advice is FREE and impartial.

A Skills Broker works closely with the employer, training provider and staff to make sure everything runs smoothly. Specially selected training providers are sourced for each employer – and some organisations are finding that they are eligible for subsidised training courses. The Skills Broker then tailors the training to suit the needs of the business, ensuring it is offered at a convenient time and place.



## Driving forward with Train to Gain



Lola Group is a globally recognised supplier of specialist technology, services and advanced composites to a range of sectors including motorsport, aerospace, marine and defence.

Operating in these extremely competitive and innovative industries, Lola is keen to ensure the services and products it delivers are of the highest standard. A large part of this commitment involves having a happy, motivated and rewarded workforce, which can operate effectively and efficiently. For the past few years the company has used Train to Gain to help it achieve and maintain this.

**Ian Handscombe, Production Manager at Lola Composites, said "The training has been well received by staff, they really appreciate the chance to learn and gain a qualification."**

The benefits to the business as a whole have also been noted. There has been an improvement in staff turnover since the business has taken up the funded training through Train to Gain, while scrap levels in the production process have been reduced and the quality of the final product has increased.

**Ian said "From a business point of view, it's great that the trainer comes to us and that means there is very little downtime. Staff are still being productive while they are being trained, which is important when you're training quite a number of people at once."**

**"Taking part in Train to Gain is a bit of a no brainer really. We've received good quality training for our staff at no cost to us – it can only benefit the company."**

## Significant improvements to staff confidence and business efficiency

Performance Solutions Packaging (PSP) manufactures complete standard and bespoke packaging solutions using a wide range of materials including corrugated fibreboard, cushion foams, timber, solid carton board and Correx.

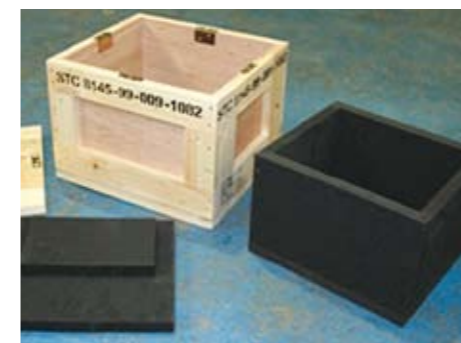
Opps Training and Development delivers training for Train to Gain in Cambridgeshire. The company has been a long-standing training provider to PSP and recently delivered Performing Manufacturing Operations (NVQ Level 2) to three members of PSP's manufacturing staff and Business Improvement Techniques to two of the managers.

The Business Improvement Technique candidates focused on project work and one to one learning workshops. As a direct result, they have introduced significant improvements to the quality, cost and delivery of product.

The candidates for Performing Manufacturing Operations built portfolios reflecting their knowledge, competence and skills in the various aspects of the courses. Wherever possible, candidates opted for some units of which they had little previous knowledge in order to increase their range of competencies.

Carly Dixon, Personnel and Administration Manager, has observed how the PMO candidates' success with the qualifications has increased their confidence with particular regard to their understanding of the knowledge and skills required.

Opps is delighted that training through Train to Gain has impacted so positively on PSP's performance and is looking forward to bringing its expertise to likeminded organisations.



## Training – can you afford not to?

> One of the main goals of Train to Gain is to engage employers in improving skills for employability and national competitiveness.

Thousands of employers - of all sizes - admit that their staff don't have the right skills needed for the future. Your staff need better skills than ever before for your business to succeed.

This is where Train to Gain can help. We hope it will be the first choice for all employer training by :

- Delivering high quality, employer-led, learner centred training across all sectors to meet the specific training needs of organisations across Cambridgeshire.
- Deploying extensive resources to address the training needs of whole organisations through partnership and access to multiple funding sources.
- Delivering flexible training at a time and place to meet employer requirements and specific organisational objectives.
- Being flexible and responsive to different people's needs

Train to Gain can play a major part in addressing the significant skills shortages that continue to have a negative impact on productivity and competitiveness. The range of government subsidised training and qualifications available through Train to Gain include Skills for Life qualifications, first full Level 2 qualifications, Apprenticeships and Advanced Apprenticeships.

**"Skills training has never been more important for businesses with skills gaps costing a typical 50 employee business an estimated £165,000 in lost revenue each year."**

## Train to Gain – a big opportunity for Cambridgeshire Businesses

Having the workforce with the right skills to do the job is major factor in determining whether businesses are competitive, productive and profitable.

In a world which is rapidly changing, businesses are feeling the effects of globalisation, technological change and market turbulence and therefore need higher and broader skills if they are to continue to thrive as opposed to survive these changes.

This is why Train to Gain presents such an opportunity for Cambridge businesses; giving them the chance to prepare now

and feel secure and confident that you are involved in one of the best initiatives for businesses in Cambridgeshire .

rather than later when it might be too late. Just talking to an independent Skills Broker, who can give you free impartial skills and training advice, will be the first step in the right direction. Any training will be tailored to the needs of your business and the training will be sourced from a provider of your choice.

Over 1,311 Cambridgeshire businesses have benefited from Train to Gain and nationally over 85% of business are happy with the service they receive. I do hope you will take advantage of everything Train to Gain has to offer –

## How training can benefit your business

> Workforce development is all about improving your bottom line by giving your employees training and development opportunities. Training and developing your workforce will benefit your business by:

### Retaining your staff and encouraging flexibility

Giving your employees access to new skills improves morale and leads to greater commitment from your workforce and more effective performance all round.

### Increasing your profits

Improved performance means improved levels of customer satisfaction, giving your business a competitive advantage.

### Reducing your costs

Employees who are skilled and motivated will work more effectively and in a more customer-focused way, saving you money.

### Improving your productivity

Increasing employee motivation will improve organisational performance.



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**Jon Nay**  
LSC Cambridgeshire Area Director



**HELPING YOUR BUSINESS TO SUCCEED**

**To find out more about Train to Gain call 01480 415930**