

Extra support for SMEs with fewer than 250 employees

If you are a private sector or third sector company that employs fewer than 250 people, **Train to Gain** now offers more support specifically to help your business through the current economic climate.

Funding is available for bite-sized chunks of training in business-critical areas such as:

- business improvement
- business systems and processes
- team working and communications
- sales and marketing
- IT
- customer service
- new product design
- finance and credit
- cash flow and profit management
- risk management.

Contribution to wage costs

Businesses with fewer than 50 employees can also receive a contribution to wage costs to cover the cost of working time spent training.

Support for leadership and management

We can help you develop management skills in your company. Up to £1,000 is available for businesses with between 5 and 250 employees to fund leadership and management training and development, such as coaching and mentoring, or for working towards a qualification.

Other support available for all employers includes:

- Fully funded training at full Level 2 (equivalent to 5 GCSEs) for employees, even if they already have qualifications at this level, and more funding for training to full Level 3 (equivalent to 2 A-levels).
- Funding for Apprenticeships. Apprenticeships provide businesses with a source of motivated, skilled and loyal staff who will complete a programme of structured training and work experience. For 16 to 18-year-olds, full training costs are covered for employers. For higher age groups, employers pay part of the cost. For up-to-date information, please go to apprenticeships.org.uk.
- Working with Sector Skills Councils, Train to Gain is being specifically adapted to meet the needs of each sector.

Train to Gain is committing almost £1 billion this year to help businesses get the training they need.

More than 10,000 organisations across the country are now covered by the Skills Pledge – a public commitment by employers to train their employees. In turn this can help to drive your business forward. You can also benefit from the support and impartial advice from Train to Gain.

Train to Gain is part of the Government's Solutions for Business, a wide portfolio of highly targeted, publicly funded business support products and services, designed to help qualifying English businesses grow and succeed.

Get moving with Train to Gain

- To find out more about Train to Gain, visit traintogain.gov.uk
- To get in touch with a skills broker, call **0800 015 55 45**
- Or contact your local college or training provider.
- Or, for general business support and advice, contact your local Business Link office.
- To find out more about the Skills Pledge, call **0800 015 55 45** or visit inourhands.lsc.gov.uk/employersskillspledge
- Apprenticeships are being offered to an increasing number of employers and, as more companies realise their potential, Train to Gain skills brokers can advise businesses on the funding available. To find out more, call **0800 150 600** or visit apprenticeships.org.uk

Businesses that do not train their workforce are **2.5 times more likely** to fail than those that do

...Train to survive



Train more, gain more

Train to Gain now offers more for your business

In these challenging times, businesses need to keep a tight rein on costs yet research has shown that businesses that do not train their workforce are **2.5 times more likely to fail** than those that do.* This is why the Government is putting more funding and flexibility into skills support for businesses through Train to Gain.

The Government recognises that these are challenging times for employers and that is why it is focusing on providing real help to ensure that businesses and individuals get the support they need to survive and to make the most of the new opportunities the upturn will bring.

Train to Gain also provides impartial, independent skills advice – **at no cost to your business. It's an investment in the future of your business and your people.**

74% of employers using Train to Gain saw an improvement in job-related skills

Learning and Skills Council, May 2008
Train to Gain Employer Evaluation: Sweep 1 Research Report

The benefits of skills and training

Investing in skills can bring great benefits to your business, including:

Efficient, motivated staff

Over 45 per cent of staff say they would feel more motivated if their employer invested in their skills.*

Higher profits

Getting the right skills **cuts waste and boosts profitability**. A typical 50-employee company could save £165,000 every year by filling the gaps in its employees' skills.**

A competitive business

Training can help you **stay ahead of the competition**, whether that means mastering new technology, making the best use of IT, improving your customer service, more success in competitive tendering, reducing waste, higher staff retention rates, improved productivity or diversifying to generate higher returns.



Staff retention

Training and qualifications will **strengthen your employees' commitment** to your company. They'll stay longer and you'll save money on recruitment costs.*

Fewer job vacancies

By investing in training for your existing staff, you can be sure you'll always have the right person for the job.

Real help for businesses of all sizes and sectors

Train to Gain, as part of the Government's portfolio of Solutions for Business, offers independent skills advice at no cost to your business. The advice comes from a skills broker, training provider or college working with you on a dedicated, one-to-one basis. They'll give you real help to find the right solution to deliver the skills that can boost your business.

They do this by:

- identifying the skills that are right for your business
- creating a tailored package of training and support
- finding reliable local colleges and training providers
- finding funding to complement your investment
- evaluating the training and support you receive to ensure real results.



*Collier, Green and Kim, March 2007, *Training and Establishment Survival*, SSSA Research Report 20.

* COI tracking research by Synovate, December 2007.

** National Audit Office, 2005, *Employers' perspectives on improving skills for employment*.

* Cranfield School of Management, October 2008, *Nurturing Talent*, Research Report.