



European Union
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Investing in jobs and skills

This project is funded by:



Leading learning and skills

Project Case Study

Lancashire Colleges Consortium, 4 Award in Lancashire

Project Overview

The 4 Award in Lancashire offers reduced cost NVQ Level 4 training to employees of Lancashire based small enterprises, employing fewer than 50 staff.

Available to employees aged 19 or over who already hold an NVQ Level 3, and that live or work in Lancashire, the programme offers Level 4 qualifications in a range of work relevant subjects including Care of People with a Learning Difficulty or Disability, Health and Social Care Management and Sports Turf Management.

Lancashire Colleges Consortium received funding from the Learning and Skills Council (LSC) as part of its 2007-10 European Social Fund (ESF) Co-finance Plan to deliver the programme. Lancaster and Morecambe College, a member of the Lancashire Colleges Consortium, deliver the training through close partnership working with employers across Lancashire.

How it works

Lancaster and Morecambe College has a dedicated employer team that works with employers to identify any requirement for the programme and to raise awareness of the offer. Through discussion with employers, the teams are able to direct companies whose training needs can be matched by the 4Award in Lancashire, towards the programme.

Jon Piggott, Chief Executive of Lancashire Colleges Consortium comments:

“Lancaster and Morecambe College is in a strong position to recognise and approach

businesses that can benefit from the programme, thanks to its close working links with local employers.”

Employees are then put forward for the training by their employer and receive an initial assessment covering eligibility, suitability, previous achievements, ambitions and potential barriers to taking part.

Following the assessment, successful candidates are provided with an individual learning plan identifying training milestones, achievements and expected outcomes. Participants are then registered onto the appropriate Level 4 qualification.

Whilst studying, beneficiaries are supported by the college through one-to-one guidance and regular reviews until the programme has been completed and successfully achieved.

Jon continues: “With a higher level qualification, such as a Level 4, it is important that participants are given help and guidance. The college ensures that support is provided throughout the duration of the learning to maximise the number of beneficiaries that complete the programme.”

Impact and Success

Although still in the early stages of the project, 192 participants are currently studying for a Level 4 qualification.

The programme is having a positive impact on employees, providing them with new skills and improved confidence, along with a recognised qualification. Many are also working to encourage, support and mentor their colleagues as they take part in the programme. As a result this is benefiting employers, as groups of employees are working together to raise their skill levels which, in turn, is increasing productivity.

Jon concludes: “Programmes such as this can make a real difference to helping businesses and people develop. It gives participants the confidence and belief to succeed and businesses the new skills and motivation to deliver.”

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