

## LSC urges companies to make 2008 the year for skills training

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With nearly half of UK workers (42%) intending to look for a new job in January and a similar number (51%) demanding greater career satisfaction<sup>1</sup>, the Learning and Skills Council (LSC) is calling on businesses in the South West to take immediate action against losing quality employees during 2008.

According to research from the LSC, 45 per cent of businesses admit to having no dedicated staff training programmes in place. This factor, combined with the average cost of recruiting and inducting a new employee standing at £7,750,<sup>2</sup> has seen the LSC urge companies to invest in skills training now in order to minimise staff turnover.

The LSC is playing its part in developing the skill set of the region's workforce through its Train to Gain Brokerage Service for employers. To date, the service has helped almost 10,000 businesses in the South West improve productivity and competitiveness by identifying employees' skills and training needs.

Chris Minett, Skills Development Director - Train to Gain, says: "Training is an investment, but it is also an integral part of the employment environment. Many employers express concern about investing in training because they fear employees will leave their organisation shortly afterwards. In today's competitive climate, however, businesses need to acknowledge that staff development and training is instrumental in maintaining staff morale and improving retention.

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<sup>1</sup> Survey of 1,500 UK employees by internet recruitment service [www.jobsite.co.uk](http://www.jobsite.co.uk), January 2007

<sup>2</sup> CHARTERED INSTITUTE OF PERSONNEL AND DEVELOPMENT. (2007) **Recruitment, retention and turnover 2007**. Survey report. London: CIPD. (Survey report). Available at: <http://www.cipd.co.uk/surveys>

“Approximately half of all businesses have no training plans in place, and this sends out the wrong message to existing and prospective employees. Staff want to know that their careers are being managed and developed in the right way.”

More than 52,000 employers and nearly a quarter of a million employees have signed up to the Train to Gain programme since it was introduced nationally in August 2006.

Chris Minett continues: “Thousands of the businesses in the region have already signed up for the Train to Gain service, many of which are small and medium-sized enterprises (SMEs) that do not have the luxury of an HR or training resource. They have benefited by working with our team of Skills Brokers who offer free consultation and advice. Diagnosing a company’s skills needs and providing expert advice on appropriate staff training programmes can really put a business on the path to greater commercial success.

“But while managers should be focussed on developing the skills of their staff, they should also not overlook their own ambitions. Direction within a business is essential, and the demand from business owner-managers for leadership training has increased dramatically. As a direct result of this, Train to Gain will invest £90million nationally in leadership and management training over the next three years which will support around 60,000 senior people in 42,000 SMEs throughout England.”

In Train to Gain, there are benefits for both employers and employees. For an employer, Train to Gain takes the hard work out of finding the best training provision available, ensuring training matches the needs of the business whilst identifying appropriate and potential financial support for employers. For employees, it is an opportunity to build their skill base, whether through improving literacy or numeracy skills, or by taking a qualification appropriate to their experience and knowledge. Train to Gain offers every business the opportunity to develop the skills of their employees.

If you are an employer interested in improving the skills of your business, call Train to Gain or to talk to a Skills Broker, visit [www.traintogain.gov.uk](http://www.traintogain.gov.uk) or telephone 08456 047 047.

**Ends**

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**Note to Editors:****LSC**

The LSC exists to make England better skilled and more competitive. We are responsible for planning and funding high-quality vocational education and training for everyone. We have a single goal: to improve the skills of England's young people and adults to world-class standards. Our vision is that by 2010, young people and adults in England have the knowledge and skills matching the best in the world and are part of a truly competitive workforce. Established in 2001, we work nationally, regionally and locally from a network of offices across the country. For more information visit: <http://www.lsc.gov.uk/westofengland>

**Train to Gain**

Train to Gain was launched nationally in England in 2006. The service from the LSC helps businesses get the training they need to succeed by offering impartial advice through skills brokers.

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