



## SOUTH WEST REGION – TRAIN TO GAIN PROVIDER UPDATE December 2008 – 01/12

### Dear Provider

Welcome to the first Provider Update for December 2008. This update contains advance notice of important provider briefing events being held on 16<sup>th</sup> and 17<sup>th</sup> December regarding new SME flexibilities.

### 1 Train to Gain Performance Period 3


Performance to the end of period 3 is measured against profiles sent in by providers. Results are as follows:

	Profile	Actual	% of profile
Level 2	11105	5729	52%
Level 3	2822	1546	64%
SfL	1654	1596	96%

Performance to the end of the first quarter has shown an improvement on the performance at the end of period 2, however the Level 2 and Level 3 performance is still disappointing. There has been a dramatic increase in Skills for Life performance, which is very encouraging.

### 2 SME FLEXIBILITIES

We recently sent you a copy of a letter from Mark Haysom outlining the Government's intention to introduce further flexibilities in Train to Gain to support employers with less than 250 employees during the current economic recession. This includes the ability to offer 'part qualifications' in a defined range of areas from 2 January 2009.



We now expect to have guidance on how this will work during the week commencing 8 December and will send you the detail as soon as it is available. In addition we are holding information sessions for providers to discuss some of the detail and clarify the new detail.

The sessions will be:

16 December – Aztec West, Bristol 9.30am – 11.00am and repeated at  
11.15am – 12.45pm

17 December – Novotel, Plymouth 9.30am - 11.00am and repeated at  
11.15am – 12.45pm

Details will be sent to you once we have issued the guidance asking you to state which session you wish to attend. In the meantime if you can mark these dates in your diary, that would be helpful.

### 3 Capacity and Capability Building for Leadership and Management Development Providers

The new Leadership and Management Advisory Service (LMAS) is now operational region wide for SMEs in the private sector with 5-249 employees.

The service offers SMEs specialist leadership and management in-depth advice and diagnosis from Leadership and Management Specialist Advisors, together with the co-creation of a personal development plan for the owner/senior manager to address agreed leadership and management needs.

To help ensure that employers have access to a wide range of leadership and management development solutions we are organising a number of Leadership and Management Capacity and Capability building workshops across the region during January and February 2009.

These workshops will offer the opportunity to deepen the understanding of how to meet employer needs for leadership and management development; review the leadership and management provision choice to employers taking up this offer; linking to Train to Gain and potentially enabling more investment by employers in developing their workforce.

If you would like to register your interest in participating in these workshops please contact Pat Perryman, [pat.perryman@lsc.gov.uk](mailto:pat.perryman@lsc.gov.uk) and we will contact you in the near future with further details.

### 4 The Employer Guide to Training [www.whattraining.co.uk](http://www.whattraining.co.uk)

DID YOU KNOW...? The four questions employers are asked to rate providers on are:

How responsive was the provider?

Was the training value for money?

Will the training delivered enable my employees to do their job more effectively?

Would you recommend this provider?

The providers who are encouraging employers to feedback about training on [www.whattraining.co.uk](http://www.whattraining.co.uk) are using the ratings to show the quality of training delivered and how responsive they are to employers.

More and more providers are using their ratings to demonstrate the impact their training has had in terms of business benefits. This is a key focus of the Training Quality Standard, (TQS) and the Framework for Excellence, (FfE) and your ratings are an easy way of evidencing direct feedback from employers.

TQS may not be your lead responsibility, however, you should be thinking about how you can help your organisation to achieve this. Please make the TQS 'lead' in your organisation aware of this opportunity and the support available to help you get started. To access support please contact [anjie.winter@lsc.gov.uk](mailto:anjie.winter@lsc.gov.uk)

## 5 World Class Skills Programme: South West Provider Opportunities

It is not too late to register for the "Achieving the Training Quality Standard" event in Bristol on the 2<sup>nd</sup> December, 2008. Please note this is for Further Education Colleges only.

To register your attendance click here: <http://wcs.excellence.qia.org.uk/booking>

As you will have noted in previous updates, we are willing to support additional events across the region subject to demand. Please contact [chloe.moorhead@lsc.gov.uk](mailto:chloe.moorhead@lsc.gov.uk) to suggest additional events you would like to see and possible location.

### Up and Coming Events

Jan 16 <sup>th</sup>	Engaging employers through the achievement of the skills broker standard
Jan 21 <sup>st</sup>	Structuring your organisation to support employer responsiveness
Jan 27 <sup>th</sup>	Sales Foundation
Jan 30 <sup>th</sup>	Effective Information, Advice and Guidance (do you hold the Matrix standard? If not, you should attend).

Please visit <http://wcs.excellence.qia.org.uk/booking> for venue information and the latest schedule of events.

## 6 Matrix Accreditation

The Train to Gain contract includes a clause regarding achievement of the Matrix Standard. Matrix funded support is available for providers with a Train to Gain contract who are working towards their initial **matrix** Standard Accreditation. A package of support is offered through ENTO however this must be first agreed with your Train to Gain Partnership Manager.

## 7 The South West Skills Awards

The South West Skills Awards will be held on 27<sup>th</sup> April 2009 at Sandy Park, Exeter.

This year we are pleased to announce that Train to Gain have 5 Awards and are seeking your help in searching for those companies who have excelled in their training and development. The categories include:

### **Train to Gain Employer of the Year (Small, Medium and Large)**

This award recognises a company which has undertaken training within their organisation and can demonstrate the true benefits of workforce development to its business. Judges will be looking for outstanding examples from organisations where employees have achieved qualifications as part of their training-plan, where training is part of their business strategy or delivered through a planned training programme (identified through the support of a Skills Broker) and for the first time have seen the benefits that it can bring to their organisation. The award will recognise small, medium (up to 100 employees) and large businesses (100+ employees).

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### **Skills Pledge Employer of the Year**

This award recognises a company that best demonstrates what can be achieved by developing the proficiency of their employees. The organisation will have made efforts to ensure that their staff are skilled, competent and qualified to make a full contribution to the success of their company. They will be able to show the Judges that they have identified training of real, practical value to your company. They will be able to show how you have supported your employees as they gain the skills to make your business grow and succeed. The company will be asked to illustrate the impact that investing in the skills of employees has had on the individuals and on the productivity of the business.


### **Success in Leadership and Management**

The 'Leadership and Management' project focuses on improving the management and leadership skills of South West managers, employers and owners of Small and Medium size Enterprises (SMEs). This award will recognise an organisation that has undertaken a step change in development activity within their leadership and management following their involvement in the project. Judges will be looking for innovation and impact with regards to leadership and management skills, which prove effective and sustainable in the development of an organisation.

We are particularly interested in companies under the Leadership and Management and Skills Pledge categories. If you are aware of any companies that you think should be entered for this award then please contact Catherine Fischer on 0117 372 6411

Applications will be available on-line from December on the LSC SW regional pages. The deadline for applications is 31 January 2009. We will also attach the nomination form to future provider updates.

## **8 Provider Events: Questions and Answers**

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Please find attached the Q & A's from all three provider events held in September and October across the region. You will note that there are still some outstanding queries and we will ensure you receive updated Q & As as soon as we have the final clarification on these.

**Train to Gain Team**  
**01<sup>st</sup> December 2008**