

## T A COLBOURNE LTD

Business Sector: **Construction**

Business Size: **1-49**

Region: **South west**

Business Profile: T.A.Colbourne Ltd design, supply and fit metal roof and wall cladding systems to commercial, industrial and public sector buildings.



*"Our employees are our most notable asset and we want to show them their value by investing in their future."*

Tom Colbourne  
Company Director

### The challenge

As one of the leading companies in their field, T A Colbourne, based in Poole wanted to further strengthen their workforce by offering formal training in recognition of employee's skills.

The Construction and Skills Certification Scheme (CSCS) has been especially designed for all those working in the construction sector in a bid to formally recognise their skills, verify a set level of competency and health and safety awareness. Not only will this lead to a more skilled workforce and will also help drive out unskilled and under qualified builders.

#### What is Train to Gain?

Train to Gain is a service offering independent advice on improving the skills of your employees. The Service helps employers – of all sizes and in all sectors – to boost their business by training their staff.

Independent Business Link Advisers help you to find the right training and the right providers, and construct a training package tailored to each business.



### The solution

Train to Gain introduced T A Colbourne to funded training for the CSCS. As a result, Company Director Tom Colbourne invited Train to Gain to assist the company in achieving CSCS for its workers through Onsite Assessment and Training (OSAT).

Train to Gain is a free service, funded by the Learning and Skills Council (LSC), and delivered throughout the South West by Business Link. Train to Gain Business Link Advisers, through an Organisational Needs Analysis, offer businesses impartial advice on their skills requirements and match skills and training needs with providers.

"Onsite assessment and training co-ordinated by Train to Gain is a method which takes training and assessment to the worker, carrying out the process during an employee's normal working day," comments Business Link Adviser Lindsay Smith. "This means there is minimal, if any, disturbance to the business or employees whilst at the same time achieving a skilled workforce."

Train to Gain ensures that training is delivered in a flexible way at a time and place to suit businesses. The service offers access to a wide range of training through the local training provider network as well as NVQ Level 2 qualifications; it can source other courses such as leadership and management development and Apprenticeships.

### The results

Tom Colbourne adds: "For many of our staff and contractors at T A Colbourne this will be their first formal qualification. Having a workforce with these recognised skills will inevitably open doors for us in terms of business development."



Learning and  
Skills Council