

# TRAIN TO GAIN

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## & The Skills Pledge

**Glen Moore**  
**Skills Development Manager**

## Train to Gain is....

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- A **service** to support employers of all sizes in all sectors to improve the skills of their employees to raise business performance
- A commitment to **jointly invest** in training – between employers and government
- Government provides **free skills brokerage** and **fully or partly subsidised training**

# INDUSTRY SECTORS – BY BROKER

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## **East of England Brokerage Consortium (EEBC)**

- **Construction**
- **Logistics**
- **Hospitality**
- **Land Based**
- **Public Sector**
- **E-Skills and telecom**
- **Audio visual**
- **Creative & culture**
- **Other**

## **The Consultancy Home Counties Ltd (TCHC)**

- **Manufacturing & Engineering**
- **Automotive**
- **Health & Social Care**
- **Retail**
- **Sports & Leisure**
- **Business & Finance**



# Train to Gain

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## *Employer Eligibility*

- Employers of any size and sector
- Large (5000+), national or multi-sited employers should be referred to National Employer Service in the first instance
- Some restrictions may apply to public sector employers, especially central government
- Employers workplace must be in England

## *Learner Eligibility*

- Must normally hold a contract of employment – but may not apply to voluntary/self-employed workers
- Employees must be 19+ years to access L2 + L3 training
- Must have been ordinarily resident in the EU for min three years

# Progress

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## **Significant progress since national launch in August 2006...**

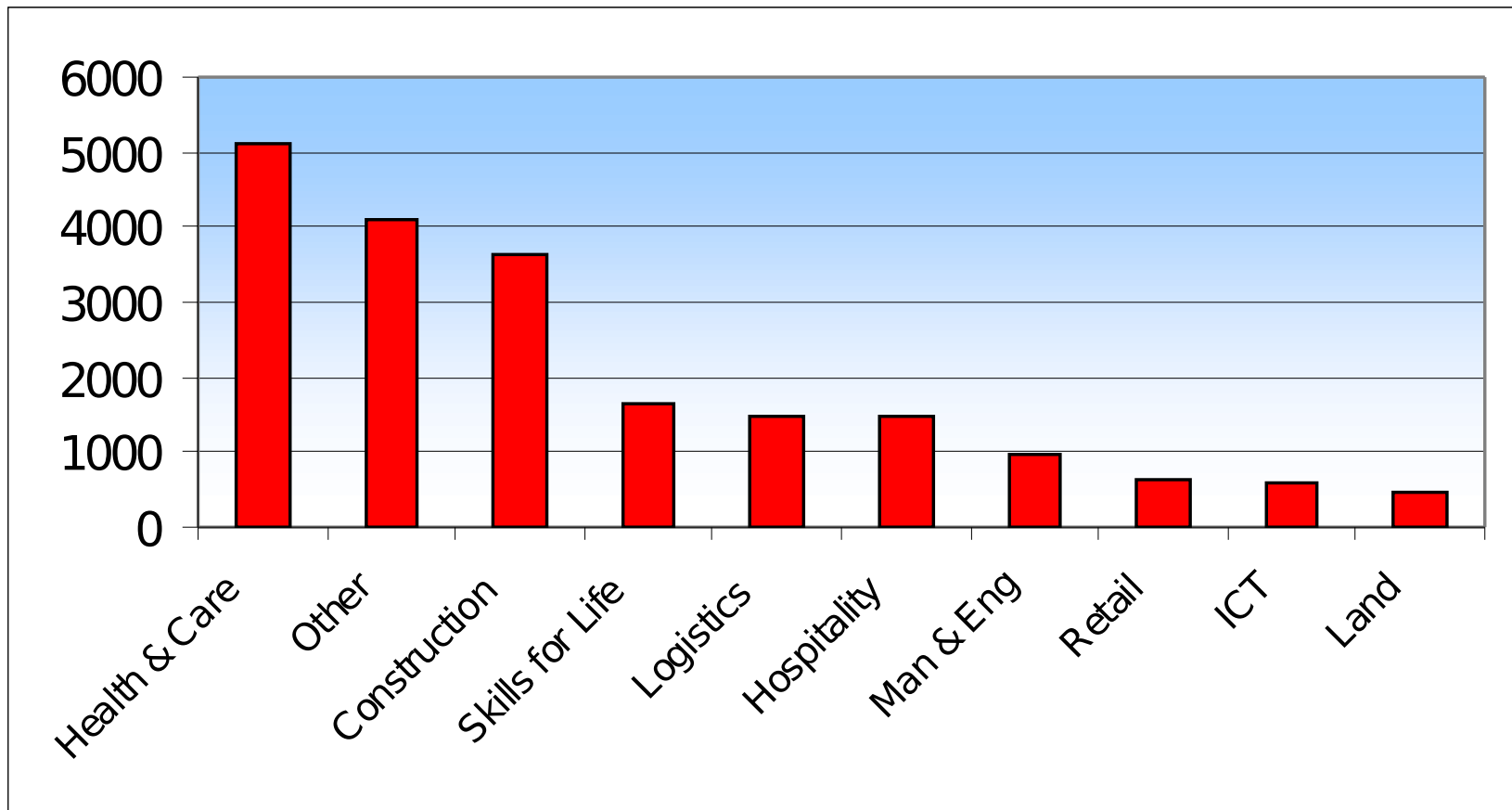
- Around 75k employers engaged
- Almost 145k learner achievements
- Employer satisfaction with brokers over 80%
- Positive attitudes of learners to future learning

.....but also wanted to learn from first year.....

## Train to Gain Starts by Area

Performance by Area 2007/08 P10	Learner LSC based on employer postcode	
	Number	%
Beds and Luton	1,184	9.4%
Cambridgeshire	2,510	12.5%
Essex	5,408	27%
Hertfordshire	3,094	15.3%
Norfolk	3,009	14.9%
Suffolk	2,057	10.2%
Out of the region	2,177	10.8%
<b>Total</b>	<b>20,139</b>	<b>100%</b>

## Employees Starts by Sector August 2007 – May 08



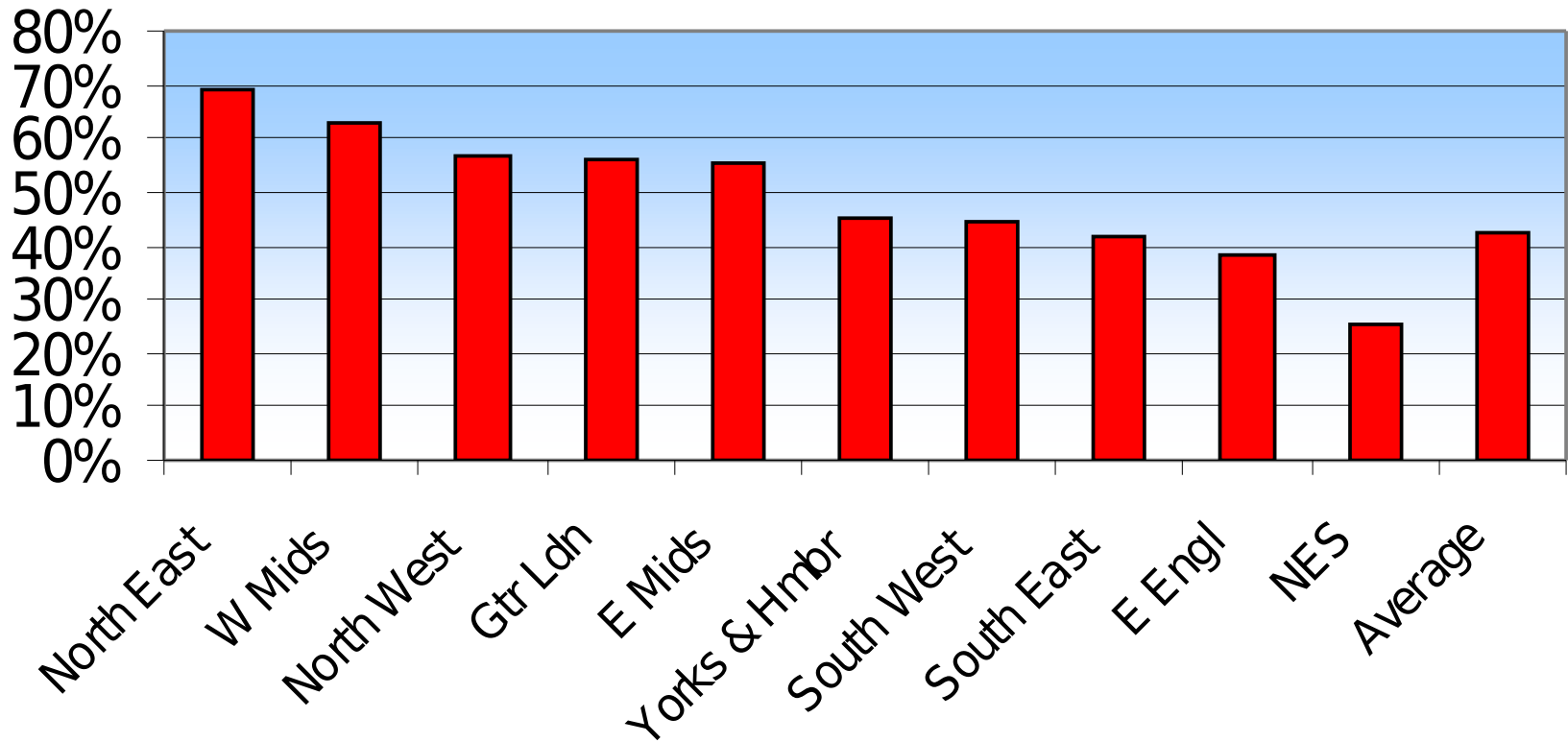


<b>Employer</b>	<b>Union</b>	<b>Starter Nos</b>	<b>Status</b>
Anglian Windows	GMB?	200	Started/Pipeline
IBC	Amicus/Unite	400	Pipeline
Royal Mail	CWU	30	Started
Remploy	GMB	80	Started
Percy Daltons Ltd	???	85	Started/pipeline
Boots Distribution	USDAW	28	Started
GKN	Amicus	266	Pipeline
Wyndham Herron	Amicus	43	Started
Premier Foods	GMB	Pipeline	Pipeline
OCS	Unite?	???	???
Marshall A/space	Amicus	18	Started
Petro Plus	???	2	Started
Two Sisters Food	T&G/Unite	100	Started
Ipswich Hospital	UNISON	??	Started
James Pag NHS	UNISON	??	Pipeline
DHL/Argos	Amicus?	800 (3yrs)	Pipeline
NCS	GMB	2-300	Started



# Train to Gain: Regional Comparison

% of Profile (contract year)



# The Scale of the Challenge and Investment - Funding and Volumes



	<b>2008/09</b>	<b>2009/10</b>	<b>2010/11</b>
<b>Funding</b>	<b>£77,0460,000</b>	<b>£70,600,000</b>	<b>£104,200,000</b>
<b>Learners Total</b>	<b>65,854</b>	<b>57,200</b>	<b>79,800</b>
<b>Of which:</b>			
<b>Skills For Life</b>	<b>5,237</b>	<b>6,100</b>	<b>7,100</b>
<b>Level 2</b>	<b>50,306</b>	<b>42,300</b>	<b>43,200</b>
<b>Level 3</b>	<b>8,687</b>	<b>8,800</b>	<b>29,500</b>



# A Plan for Growth

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- Launched November 2007
- Provides a **strategy for expansion** of Train to Gain to 2011
- Builds on **lessons learned** from first year's experience
- Sets out **key actions** for LSC, partners and stakeholders

# Skills Pledge – What is it?

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- A voluntary, public commitment by the leadership of a company or organisation to support all its employees to develop their basic skills, including literacy and numeracy, and work towards relevant, valuable qualifications to at least Level 2 (equivalent to 5 good GCSEs).
- The purpose is to ensure that all staff are skilled, competent and able to make a full contribution to the success of the company/organisation.
- The Pledge can be given by the Chief Executive, Chief Operating Officer, owner/manager or other Board member, on behalf of the organisation. It is a corporate commitment covering the whole company/organisation.
- The Skills Pledge is open to all employers of all sizes in the private, public and voluntary sectors.

# Skills Pledge

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## ***Minimum level of the commitment should be:***

- *To actively encourage and support employees to gain the skills and qualifications that will support their future employability and meet the needs of our business/organisation;*
- *To actively encourage and support employees to acquire basic literacy and numeracy skills, and with Government support work towards their first Level 2 qualification in an area that is relevant to the business/organisation;*
- *To demonstrably raise employees' skills and competencies to improve company/organisation performance through investing in economically valuable training and development.*

# Skills Pledge – the Process

- Get information online: [www.traintogain.gov.uk](http://www.traintogain.gov.uk)
- For further discussion contact Train to Gain Brokerage Service via:0800 387326
- If required, a Skills Broker will visit to discuss the process in depth
  - » Business needs
  - » Skills requirements
  - » Possible organisational needs analysis
  - » Solutions – qualifications, training providers, funding, support
  - » Other development issues (via Business Link)
  - » Possible support from National Employer Service, if >5000
- Initial statement of intent, including action plan
- Chief Exec signs Skills Pledge Certificate
- **OR** undertake the entire process on-line: [www.traintogain.gov.uk](http://www.traintogain.gov.uk)  
There is a range of web-based tools employers can use to assess their own training needs.

## Skills Pledge – other issues

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- Skills Pledge is not a legal requirement, and does not change employment contracts.
- Employees cannot be forced to train as a result of the Skills Pledge if they really do not want to.
- Union learning representatives, or other employee representatives, can play a valuable role in giving people confidence to take part in training.
- 250 employers signed in the Eastern Region since launch
- For more information **tel: 0800 387326**

or: [www.traintogain.gov.uk](http://www.traintogain.gov.uk)