

## Train to Gain Workshop




**Our future ...  
it's in our hands**




**Train to Gain**



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## Train to Gain Workshop



Wednesday 14<sup>th</sup> January, 13:00 @ SAVO


**Agenda**

- Introductions and housekeeping
- Train to Gain and the Third Sector (Simon Waldron, Learning Consortium)
- The latest Train to Gain offer (Dawn McCracken, LSC)
- What next?

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## TiG and the Third Sector




- **Jan 2008** - Regional Launch of new TiG offer for the TS
- **Feb 2008** - Suffolk event to launch TiG
- **Mar 2008** - 3 TS organisations trial new TiG offer
- **Jun 2008** - Review of TiG offer
- **Jul 2008** - Suffolk LSC fund revised TiG trial
  - Effective delivery of TiG to the Third Sector
  - Third Sector organisations delivering TiG
- **Dec 2008** - we have delivered 7 organisational referrals to our TiG Broker, who has arranged training for 32 learners, valued at £36,000.

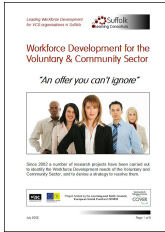
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## VCS Workforce Development




The Suffolk Learning Consortium has a package to deliver Workforce Development to the VCS in Suffolk by using existing fully funded learning initiatives



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## VCS Workforce Development




**What is our Workforce Development offer?**

- 1 hour meeting to introduce /explain the offer:
  - Learning Champions
  - Train to Gain
- 1 hour meeting with a Train to Gain Broker:
  - Sign up to the Skills Pledge
  - Organisational Needs Analysis
  - Potential training offers for staff, volunteers and Trustees

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## VCS Workforce Development



**Learning Champions**


- LSC/ESF fully funded NVQ Level 3
- Open to organisations with up to 250 employees
- Up to two Learning Champions per organisation
- 3 x 2 hour training sessions, delivered in your workplace
- 4 optional workshops
- online resources of training and funding information.



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## VCS Workforce Development



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- We now have in place an effective system for Third Sector organisations to take up the Train to Gain offer
- Today we need to investigate how Third Sector organisations can become more involved in the delivery of Train to Gain

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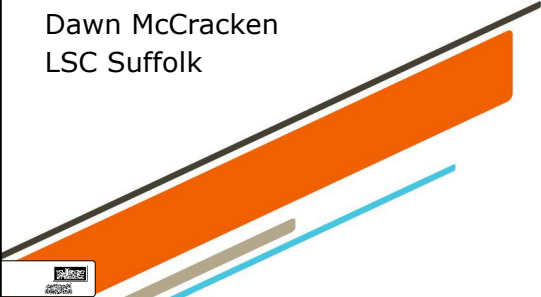
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## TRAIN TO GAIN

Dawn McCracken  
LSC Suffolk



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**Train to Gain**

## Core Offer

**Core offer:**

- Access to independent and impartial advice from brokers to help to diagnose and articulate the skills needs of the business, at all levels to aid informed choice; help in identifying solutions
- Qualifications only – NVQs and approved units / thin qualifications
- Leadership and management grants for SMEs (do not have to be spent on qualifications)
- Available to all employees and volunteers over the age of 19
- Access to contribution to wage costs for those employers with less than 50 FTE employees

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## YOUR FEEDBACK

**In what ways can the TS benefit from TtG?**

- Up-skill staff (at reduced costs)
- Provide Leadership skills
- Provide recognised qualifications
- Opportunity to develop VCS specific courses
- Value add of broker knowledge (of what they are aware)

All LSC funded courses are listed on the Learning Aims Database (LAD) which can be found at:  
<http://providers.lsc.gov.uk/LAD/aims/searchcriteria.asp>

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## YOUR FEEDBACK

**What immediately worries TS organisations about the core offer?**

- Brokers – poor knowledge of the Third Sector
- Brokers – poor knowledge
- Brokers – slow response and no feedback after meeting
- “We don’t know what we don’t know” (available courses)
- Qualification focussed (not all training is accredited)
- Impact of time out for training (not so relevant with NVQ’s)
- Portfolio based learning (not liked by all)
- Timescales for provision and payment
- 16-18 not included

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## Core offer

**Full subsidy for:**

- Skills for life at all levels for all employees and volunteers irrespective of their current qualification levels
- First full level 2
- First full level 3 for those aged 19 -25 and others without a first level 2 (level 3 jumpers)
- First level 4 for 19-25 year olds without a level 3 (level 4 jumpers)
- Repeat level 2 - restricted to qualifications defined by the relevant SSC and an overall planning assumption that 70% would remain “firsts”
- Any full level 2 for those entering employment via a Local Employment Partnership.



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**Core offer – high quality provision**

**Partial subsidy for:**

- ESOL qualifications at all levels
- Full level 3 qualifications (repeat and first – national planning assumptions would be that 80% would be “firsts”) restricted to qualifications defined by the relevant SSC
- Apprenticeships
- For leaders and senior managers in employers with between 5 -250 employees co-funded support for any management and leadership development.

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**YOUR FEEDBACK**


**What are your immediate thoughts of the core offer?**

- Geared to 19-25 and NVQ Level 2
- Make use of the free ONA for your organisation
- Case studies would help to sell TtG to the Third Sector
- Repeat Level 2 very useful to the Third Sector

**What is particular to the TS that could cause concern?**

- Not a total solution that meets all Third Sector needs – but it is the best offer we are likely to get, so use it
- Lack of involvement of LEAP centres

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**New flexibilities for SMEs only**


**Open to private and third sector employees with less than 250 FTE staff.**

- The leadership and management offer extended to cover 5 -250 employee organisations.
- Removal of the overall planning assumption/restriction on “repeats”;
- Bite sized courses in crucial areas of activity demanded by business

For those unemployed individuals and those under threat of redundancy:



- Fully funded support for a range of skills activity (2 – 8 wks) that aids progression into sustainable employment (being tendered)
- Access to the full Train to Gain offer when back in employment





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**Business critical areas**

- Business Improvement including - business systems and processes;
- Customer Service including – communications;
- New Product Design – to be commissioned;
- IT Pro specialist function where IT is at the heart of the business;
- IT User generic use across all businesses;
- Management including - risk management, team working, communication;
- Marketing and Sales;
- Risk Management; and
- SME Finance including risk management, finance and credit, cash flow, profit management.







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**Support tailored to meet sector specific needs**

**Sector Compacts – tailored to meet the needs of the relevant sector:**

- Tailored sector specific advice from brokers;
- Joint LSC and SSC marketing of the sector specific skills offer;
- For non SMEs - access to fully subsidised repeat level 2 and partially subsidised repeat level 3 qualifications in certain sector specific areas (operated under the national planning assumptions of 70/30 and 80/20 ratios of first/repeats).

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**YOUR FEEDBACK**

**How can the TS benefit from Train to Gain?**



- Sign up to Train to Gain – ICVS
- Investigate delivering Train to Gain
- Funded Teacher Qualifications / support for TtG deliverers


**In what way do Sector Skills Councils take forward the concerns of the Third Sector?**

- Do they?
- ACTION: Dawn and Simon to investigate

**What should the Learning Consortium / LSC / others do to support the Third Sector in considering becoming a Train to Gain provider?**

- Disseminate info. from today and provide signposting on Learning Consortium website





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**Providing learning for the LSC**

**NEW PROVIDERS**

1. Currently supplying other learning - ask for contract
2. Unknown provider with employer in bag - Regional Response funding
3. Local provider wanting to "try it out" - join one of spatial consortia, consider WSC if wishing to undertake organisational development for future full contracting
4. Local lone provider - Qualified Provider Framework 2 stage process.





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**YOUR FEEDBACK**


**Is there any aspect of becoming a provider for the LSC that causes TS organisations particular concern?**

- No

**How can the LSC meet its Compact obligations?**

- ESF contracts not Compact compliant but governed by Europe
- LSC do its best with 3 yr contracts, but reviewed annually
- What will happen in 2010 with loss of the LSC?






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**What Next?**

**Make use of Train to Gain**

1. Arrange visit from Simon to explore the Workforce Development offer, including Train to Gain
2. If your organisation delivers learning - arrange a meeting with West Suffolk College (or WS Training or Lowestoft College) to investigate developing some of your courses to be TiG modules, and delivering Train to Gain



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**Contact Details**

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