

Unlocking Britain's Talent

What you need to know to
make the difference for
your business

Unlocking talent

Britain needs a skilled workforce at every level if it is to compete and succeed in a dynamic world economy.

That is the reality we face. Business knows it and the Government knows it.

By working together we can unlock Britain's talent, get people off benefits and give them the skills they need to make the most of their potential.

Together we can work to fill the hundreds of thousands of vacancies that are in the labour market at any one time, and to give you the skilled workforce you need to succeed.

Here's the offer...

We can help you access more people with ready-to-work skills and a ready-to-work attitude.

We will provide you with an effective vacancy-filling service.

We will provide you with expert advice and support to invest in the skills of your workforce, backed up by more than £1 billion of public money.

We will make it easier for you to have your own in-house training programmes accredited, to give them the status they deserve and give your employees nationally recognised qualifications that they can take through life.

In return we are asking you to make a commitment to invest in the skills of your workforce, open up your job opportunities to a wider pool of potential talent, offer Apprenticeship places, and give work trials to those who would benefit most.

Together we can deliver the opportunities and the skills that will help you to compete; helping people to get back to and progress in work.

Read on to see how you can make the difference to your business, to your community and to Britain.

How can I improve the skills of my employees?

Talk to Train to Gain

The Train to Gain service is there to help you improve the skills of your employees, unlock talent, and drive improved business performance.

Through Train to Gain you can access quality-assured, impartial advice from skills brokers with expertise in your sector to help you identify your skills needs at all levels and source the training solutions that best address those needs.

'Train to Gain has been invaluable. We would not have the level of business we have if we hadn't put training first. Our employees appreciate that we are investing in them and as a result they are committed, motivated and very loyal.'

Markus and Maurice Micklewright, Nightingale Roofing & Building Services

Train to Gain will help you access high-quality, vocational skills training, delivered at a time and place to suit you, from a wide range of further education and other providers. And you can get up to 100% funding for training in the workplace.

Make the Skills Pledge

You can demonstrate your commitment to unlocking talent by making the Skills Pledge – a voluntary, public commitment to invest in the skills of your employees and support them to improve their skills and gain new qualifications.

You can access the support you need to deliver your Pledge commitment through Train to Gain.

'Training keeps our staff motivated and is the key to retaining good people. We are very proud to be one of the first employers in the East Midlands to sign up to the Skills Pledge.'

*Judi Leavor,
HR Manager, Center Parcs*

Offer Apprenticeship places

Through Apprenticeships you can develop your employees' skills through a blend of on-the-job training, classroom learning and real workplace experience.

'We really value our apprentices, and for the past three years have had a 100% completion rate.'

*Stephen Giles,
Training Manager, Metsec*



Get your own in-house training accredited

If you have already invested in your own top-quality training and development programme, you can now work with the Qualifications and Curriculum Authority (QCA) to have that training nationally recognised and accredited.

Having your training programmes accredited will give your training the status it deserves, and it will give your employees a recognised qualification that they can take with them through their working lives.

‘By becoming an accredited training provider we will have the ability to deliver officially recognised courses specifically designed to cater for our staff and business needs, increasing our competitiveness and recognising the hard work of our employees.’

Simon Witts, Director of Safety, Quality & Training, Flybe

What extra support is available for small firms?

Extra help from Train to Gain

Through Train to Gain, an additional financial contribution is available for firms with fewer than 50 employees to help meet the costs of releasing their staff to undertake agreed training. For firms with between 10 and 250 employees, financial support is also available to help develop the skills of key leaders and managers.

Sign UP to Local Employment Partnerships

Being part of a Local Employment Partnership (LEP) gives you easy access to support for developing the workplace skills of your workers at an early stage, through Train to Gain.

‘Signing up to the Local Employment Partnership will help us build a more sustainable business that has a positive impact on the communities in which we operate.’

John McDonough, Chief Executive, Carillion



How can I recruit the right people?

Offer Apprenticeship places

Apprenticeships are a tried and tested way of attracting potential to your business, and developing skilled individuals with real experience in your workplace.

They are consistently popular with both young people and adults looking for skills and a career, and with employers looking to develop the brightest talent.

There are now some 180,000 young people and adults starting Apprenticeships each year in England, and over 180 different Apprenticeship frameworks, covering everything from customer service to aviation, meeting the needs of every sector.

‘Apprenticeships benefit BT by bringing in a young, diverse and enthusiastic workforce. New people re-invigorate the existing workforce and can provide the senior managers of the future.’

BT

It’s not just large businesses that offer Apprenticeship places. Many SMEs recognise the value that Apprenticeships can add to their business.

Advertise your vacancies through Jobcentre Plus

We can take your vacancies and put them on the biggest jobs database in the country. We can also provide you with candidates that are well matched to the jobs you want to fill.

Sign UP to Local Employment Partnerships

Signing up to Local Employment Partnerships links you up with candidates that are job-ready, when you need them.

As part of an LEP you’ll get a specialist recruitment service to help you tap into a wider talent pool and find the right people for your business.

‘We are sure that being part of the LEP will give us an enhanced chance of securing the people we need.’

Andy Street, Managing Director, John Lewis

Decide to become an LEP employer and open up your opportunities – by offering interviews, mentoring, training or work trials – and we will help you get local candidates with the right attitude and pre-trained with the basic skills for the job, as specified by you.

‘LEPs are benefiting employees, employers and the wider community as more people are brought back into work within their local community, and we are proud to be playing our part.’

Justin King, Chief Executive, Sainsbury’s

LEPs are individual partnerships, based on a bespoke agreement that supports your existing approach to recruitment and retention.

Jobcentre Plus will co-ordinate the Government’s side of the agreement, discussing your opportunities and the recruitment issues you face and delivering what is required by your business.

‘Effective Recruitment, Strong Communities, Better Business’

How do I find out more?



To explore the ways in which **local employment partnerships** could work for your business, email: lep.enq@jobcentreplus.gsi.gov.uk or call us on **0845 600 8192** (9am to 5pm, Monday to Friday). A textphone service is also available for people with speech or hearing impairments on **0845 601 2002**. Website: www.jobcentreplus.gov.uk/employers

The logo for 'jobcentreplus' consists of the words 'jobcentreplus' in a lowercase, green, sans-serif font. The 'job' part is in a lighter shade of green, while 'centreplus' is in a darker shade.

To advertise your vacancies with Jobcentre Plus or to find out about recruiting through New Deal, call us on **0845 601 2001** (8am to 8pm, Monday to Friday). A textphone service is also available for people with speech or hearing impairments on **0845 601 2002**. Website: www.jobcentreplus.gov.uk/employers



To access the full range of support available through the **Apprenticeship** programme, call us on **0800 0150 400** (7am to 11pm, Monday to Sunday). Website: www.apprenticeships.org.uk Alternatively, Apprenticeship support can be accessed through **Train to Gain**.



To access advice about making the **Skills Pledge** and the full range of support available through **Train to Gain**, call us on **0800 015 5545** (7am to 11pm, Monday to Sunday). Website: www.traintogain.gov.uk



If you have **more than 5,000 employees**, the Learning and Skills Council's National Employer Service can help you access training support and will work closely with Jobcentre Plus's National Sales Team to link you into Local Employment Partnerships, call us on **0845 019 4170** (9am to 5pm, Monday to Friday). Website: nes.lsc.gov.uk



To explore how you could work with the QCA to **accredit your training programmes**, email: recognition@qca.org.uk

Please be aware call charges will vary by company or tariff for all **0800** and **0845** numbers.