

Businesses that train their workforce are **2.5 times less likely** to fail than those that don't

...Train to
survive



>lsc

Learning and
Skills Council

Train more, **gain more**

Train to Gain now offers more funding for your business

In these challenging times, businesses need to keep a tight rein on costs yet research shows that businesses that do not train their workforce are **2.5 times more likely to fail** than those that do. This is why the Government is putting more funding and flexibility into skills support for businesses through Train to Gain.

Train to Gain also provides impartial, independent skills advice – **at no cost to your business. It's an investment in the future of your business and your people.**

74% of employers using Train to Gain saw an improvement in job-related skills

Learning and Skills Council, May 2008

Train to Gain Employer Evaluation Sweep: 1 Research Report

Get moving with **Train to Gain**

- To find out more about Train to Gain, visit **traintogain.gov.uk**
- To get in touch with a skills broker call **0800 015 55 45**
- Or contact your local college or training provider.

The benefits of **skills and training**

Investing in skills can bring great benefits to your business, including:

Efficient, **motivated staff**

Over 45 % of staff say they would feel more motivated if their employer invested in their skills.*

Higher profits

Getting the right skills **cuts waste and boosts profitability**. A typical 50-employee company could save £165,000 every year by filling the gaps in its employees' skills.**

A **competitive** business

Training can help you **stay ahead of the competition**, whether that means mastering new technology, making the best use of IT, improving your customer service, more success in competitive tendering, reducing waste, higher staff retention rates, improved productivity or diversifying to generate higher returns.

* Research conducted on behalf of the LSC, December 2007.

** Employers' perspectives on improving skills for employment, National Audit Office, 2005.



Staff retention

Training and qualifications will **strengthen your employees' commitment** to your company. They'll stay longer and you'll save money on recruitment costs.***

Fewer job vacancies

By investing in training for your existing staff, you can be sure you'll always have the right person for the job.

*** 'Nurturing Talent'. Report by Cranfield School of Management, October 2008

Help for businesses of all sizes and sectors

Train to Gain offers independent skills advice at no cost to your business. The advice comes from a skills broker, training provider or college working with you on a dedicated, one-to-one basis. They'll help you find the right solution to deliver the skills that can boost your business.

They do this by:

- identifying the skills that are right for your business
- creating a tailored package of training and support
- finding reliable local colleges and training providers
- finding funding to complement your investment
- evaluating the training and support you receive to ensure real results.



Extra support for SMEs with **under 250 employees**

If you are a private sector or third sector company that employs under 250 people, **Train to Gain** now offers more support specifically to help your business through the current economic climate:

Funding is available for bite-sized chunks of training in business-critical areas such as:

- business improvement
- business systems and processes
- team working and communications
- sales and marketing
- IT
- customer service
- new product design
- finance and credit
- cash flow and profit management
- risk management.

Support for leadership and management

We can help you develop management skills in your company. Up to £1,000 is available for businesses with 5 to 250 employees to fund leadership and management training and development, such as coaching and mentoring, or working towards a qualification.

Businesses with less than 50 employees can also receive a contribution to wage costs to cover the cost of working time spent training.

Other support that is available for all employers includes:

- Fully funded training at Level 2 (equivalent to 5 GCSEs) for employees, even if they already have qualifications at this level, and more funding for training to Level 3 (equivalent to 2 A-levels).
- Funding for Apprenticeships. Apprenticeships provide businesses with a source of motivated, skilled and loyal staff who have completed a programme of structured training and work experience. For 16 -18 year olds, full training costs are covered for employers. For higher age groups, employers pay part of the cost. For up to date information, please go to apprenticeships.org.uk
- Working with Sector Skills Councils, Train to Gain is being specifically adapted to meet the needs of each sector.

Train to Gain is committing **£1 billion over the next two years to help businesses get the training they need.**

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