

Proskills Sector Compact Q&A Sheet – V12 10th June 2009

1. What is the “Sector Compact”?

The compact is a non-contractual agreement between the Department for Innovation Universities and Skills, the Learning and Skills Council and Proskills to work collaboratively to drive up demand for skills across England through Train to Gain. The compact will ensure that if the anticipated demand from employers is realised up to £62 million from the existing Train to Gain budget will be allocated to the Process and Manufacturing sector.

Many of the companies within the Proskills footprint already have a well qualified workforce at Level 2, but often this qualification is not relevant to their current role or higher level of skills are required to remain competitive in an increasingly global market. The compact represents a vital element in our sectors drive to raise skills levels and protect its future.

The compact sets out a new offer to employers in the sector within Train to Gain. Each sector compact sets out the detail of this agreement including the ambition and volumes of increased demand, the specific flexibilities needed to deliver this demand and the phasing of this delivery. Each compact covers a period of up to three years and is an integrated part of the Train to Gain offer to employers, not a separate programme.

2. What does this mean for employers and others involved in skills?

The industries represented by Proskills are mature industries, and skills will be a key differentiator in determining success for companies in the future, both in local and international markets. Major issues in the sector currently include the need to:

- Up-skill the workforce to improve competitiveness in present and future markets
- Find support, recognition and funding for work based and in-house training
- Adopt a more flexible approach to skills development
- Create and promote qualifications closely linked to need
- Improve personal and employability skills

The support through Train to Gain already enables employers in the sector to access advice on skills and on the National Skills Pledge. Train to Gain also offers funding support for a range of vocational skills and qualifications for individuals working in employers of all sizes including:

- Apprenticeships for all ages
- A first vocational qualification at NVQ Level 2, with support finance for Qualifications at Level 3
- Skills For Life regardless of prior qualification achievement
- Train to Gain also provides support Leadership and Management skills in companies employing over 10 and less than 250 employees (additional support is available via the SME flexibilities enabling companies with 5-10 employees to be included in this offer)

In addition to the support already available through Train to Gain, employers in the sector will now be able to access:

- Additional NVQ level 2 and 3 full funding ages 19-25, part funding for those aged 26+
- Funding for management and leadership (qualification criteria to be confirmed)
- Apprenticeships for all ages

The compact gives special flexibility for high priority industry qualifications to be available for the first time through Train to Gain as 'additional qualifications' – i.e. to employees who already have a NVQ Level 2 or 3 can now be supported to achieve an additional Level 2 or 3. Additionally for the first time, there is a guaranteed full funding support to achieve level 3 qualifications for 19-25 year olds.

This flexibility is focussed on the most important qualifications to the sector, ones that have been identified through the development of the Sector Skills Agreement, based on direct employer feedback. Because of the limits of the budgets available for additional qualifications, Proskills has included only those qualifications seen as a high priority.

- 'Additional qualifications' are available across all industries including:
 - Building Products;
 - Extractive and Mineral Processing;
 - Paper and Pulp;
 - Print;
 - Glass;
 - Coatings;
 - Furniture, Furnishings and Interiors;
 - Whitewares/Ceramics

Having interviewed more than 2,500 employers plus trade associations, unions and other stakeholders, it was identified that up to a third of all employers recognise that they have a vital need for improved skills, both in their own workforces and in the pools from which they recruit. Some 17 per cent (representing around 4,600 companies) report significant skills gaps in their existing workforces.

Because of the nature of many of the operational roles within the Proskills Industries, there is a need to multi-skill staff and raise competence levels. Therefore this may require the achievement of multiple qualifications to provide the broad skill set required to meet today's' business challenges.

3. Why is this new initiative needed now?

Feedback from employers in the sector indicates that there is a clear need for a greater focus on training, to correctly meet business and operational needs, as well as overcome a number of issues in the workplace. These range from the need to reduce skills gaps - especially in light of an increasing age profile and the impact of technology - to the need to counter competition from abroad and ensure the UK remains a dominant player in the global market.

Proskills industries share a commitment to skills training and workforce development. Around 30% recognise that there is a vital need for improved skills in both the existing and future workforce. Around half again report specific skills gaps and couple with the impact of advancing technology and increasing competition, there is a real need for higher skills levels across the sector.

4. Why the focus on this sector?

The process and manufacturing sector is the invisible fabric of society delivering products to all parts of the economy, and impacting on the daily lives of everyone in the UK. Proskills represents this group of industries, strategically vital to the UK economy, who share a commitment to skills development and progression of their people.

It is critical to the future success of the sector, and the economy as a whole, that we continue to ensure that availability of a skilled effective workforce. This will help drive the sector forward and increase the productivity and competitiveness of the Proskills industries to world class levels.

5. What is the desired outcome from the Compact?

Proskills employers are facing a rapidly changing commercial environment and a competitive challenge for skilled staff. This provides a persistent need for vocational and work based training to ensure long term economic performance.

The economic benefits to the sector through skills investment are improved staff retention, improvements in quality and cost of delivery, increased productivity and a higher skilled workforce.

Specifically, over the next three years the Proskills Compact seeks to achieve:

- 20,623 full Level 2 qualifications, comprising 70% (14,436, 1st L2's) & 30% (6,187, additional L2's)
- 7,981 full Level 3 qualifications, comprising 70% (5,587, 1st L3's) & 30% (2,394 additional L3's)
- 1500 National Skills Pledge commitments.
- 900 management & leadership outcomes.
- 6000 apprenticeships starts
- 1455 Skills for Life achievements.

6. How will progress be tracked?

The Learning and Skills Council already track employer engagement in Train to Gain and the National Skills Pledge by sector/ SIC code, and collect learner take up of the qualifications identified within the compact from the Individual Learner Record completed by colleges and training providers. This data collection is part of the standard management information suite, and will be used to compile the progress report as part of the formal compact review every six months.

7. What is the National Skills Pledge?

By making a National Skills Pledge commitment, signatories commit to improving the competence of new and existing staff in line with the needs of their business through skills training. Building on the Government Pledge, the Sustainable Workforce Pledge comprises a commitment tailored to each of our industries that identifies the key requirements for skills training to ensure sustainability and serves to drive upskilling across the process and manufacturing sector UK wide.

The Sustainable Workforce Pledge is therefore an integral part of the National Skills Pledge; signatories of the Sustainable Workforce Pledge will be required to first make the National Skills Pledge.

8. Why should employers make the Sustainable Workforce Pledge?

Employers do not have to make the Sustainable Workforce Pledge to access the new flexibilities to the full; but in doing so both Proskills and its academy will be able to better support employers with a coherent framework for addressing skills gaps.

9. Who is the Skills Pledge aimed at?

The Pledges are aimed at all companies, whatever their size. There is no cost attached; no hidden agenda and they are voluntary. The Pledges are designed to give employers a coherent framework for addressing basic skills as well as higher level skills training and complements the work of Proskills and the Sector Skills Agreements.

Accessing support through Train to Gain

10. Which companies are eligible for advice and support through Train to Gain?

All companies based in England are eligible for support through Train to Gain. Proskills will provide support for those within its footprint, namely: print and printed packaging, extractive and mineral products, coatings, building products, furniture, Glass and glazing; furnishings and interiors, paper and pulp and whitewares/ceramics. Employers can access support with skills needs through Train to Gain, via the collaborative partnership of Proskills and Skills Brokers.

Funding for skills and qualifications relates to individual employees in these companies – some employees may be eligible for funding support, but some may not. The Skills Brokers, and colleges and training providers can advise on eligibility for funding support as part of the Train to Gain service.

11. When is this new Train to Gain offer available from?

The Proskills Compact 'Heads of Agreement' was signed on 25th June 2008. There was a 'soft' launch with Lord Young on 26th November 2008 and so the offer is available now.

The amount of funding in the compact relates directly to the level of demand predicted from employers. If this demand does not materialise, this funding will not be available.

12. How can employers access the support from Train to Gain including funding for skills?

For advice and support offered by Proskills specialist advisors, please contact Proskills on Tel: 01235 432032; Email: info@proskills.co.uk; Website: www.proskills.co.uk

For advice and support offered by skills broker service, contact the Brokerage on Tel: 0800 015 55 45 or visit the Train to Gain website at: www.traintogain.gov.uk

A skills brokers or specialist advisor can visit and start the process of analysing how a company's performance can benefit from investment in employee skills. The LSC, Proskills and the Skills Brokerage are working together on behalf of employers and will call on each others service on behalf of employers as needed in order to meet employer requirements.

For advice on training and development and on qualifications available to employers through Train to Gain, employers can also talk to colleges and training providers.

Proskills offers use of a web tool called ProFile to help employers, brokers and providers correctly assess and record the current skills of staff against the national occupational standards and then to identify course and provider availability. Please contact Proskills for more information on this product.

13. How do employers chose their training provider?

Organising and implementing training can be challenging and time-consuming for employers. A skills broker, college or training provider takes on much of the hard work, identifying quality courses, provision and business support, helping you schedule your training and/or business support to minimise disruption to your business.

The Skills Broker will arrange to visit your office at a time that suits you. They will identify the skills that will boost your business; the Skills Broker works with you to identify skills that will make a real difference to your business – now and into the future.

Across England there are hundreds of colleges and training providers with contracts to deliver skills through Train to Gain - both sector specific vocational skills and generic skills including business administration and customer service.

For employers who wish to work with a training provider who does not have a Train to Gain contract, the LSC will work with new providers providing that a minimum number of learners are engaged through the contract. All providers within Train to Gain have to meet a minimum set of requirements and success measures in order to receive, and maintain a provider contract. Without a contract in place a provider cannot receive funding through Train to Gain.

14. When training needs have been identified, what happens then?

The Skills Broker in partnership with Proskills will:

- **Create a tailored package of training:** The Skills Broker identifies the training and other skills strategies that will drive your business forward, and the employees who will benefit most. Proskills will collaborate with the Skills Brokers to ensure that course meet employer requirements.
- **Find reliable local training providers:** The Skills Broker identifies reliable training providers. If appropriate, they'll source local providers who can work on site, minimising disruption to your business. Proskills will collaborate with Skills Brokers to ensure that provision is of the highest quality and delivered in a timely and appropriate manner.

15. Who will arrange the training?

When the employer has decided on their preferred provider, The Train to Gain training provider will arrange delivery of the training direct with the employer.

16. What is the role of the *National Skills Academy for Materials, Production and Supply in the Compact*?

The objective of the National Skills Academy will be to deliver and support training that has been defined and designed by its users, working with the best and approved training providers. By doing so, the UK process and manufacturing sector will remain competitive and enable companies and individuals to fulfil their true potential.

Employer needs will be determined through a variety of feedback routes and this feedback will be used to collaboratively shape the offer and services available.

Once the National Skills Academy for Materials, Production and Supply is established, its role will be to deliver and support the skills agenda and in doing so, achieve the maximum output for the Compact targets. Proskills will continue to act as the strategic body for policy and qualification development.

The academy will support the Compact by making a number of things available, including: Industry-specific training needs analysis tools; a training and skills 'signposting' tool; management & leadership exchange; a mentoring/coaching service; and a Skills For Life service. These will all be available on-line with support available through the National Skills Academy delivery network and customer service team.

Academy plans for future additional training services include: Innovative training solutions, such as CPD programmes; an accreditation scheme for in-company training; new qualifications in line with Sector Qualifications Strategy needs; and a range of 'career catalyst' opportunities.

Where possible, training will be delivered direct to the workplace so that learning will follow the learner, on-line, via mobile class rooms or through the academy delivery network.

There will also be a broad spectrum of industry specific and generic training and development solutions on offer through the academy. These will be designed to be targeted upon current employer needs.

The offer to employers

17. Which qualifications are supported through Train to Gain funding?

- All vocational NVQ qualifications at levels 2, 3 and 4 (L4 funding available to L4 Jumpers only)
- All age Apprenticeships.
- Skills For Life e.g. literacy, numeracy and English for speakers of other languages (ESOL).
- Management & Leadership. (Companies employing over 10 and less than 250 employees with additional support is available via the SME flexibilities enabling companies with 5-10 employees to be included in this offer)

Funding is available for any individual without a first level 2 or equivalent. The compact gives special flexibility for key qualifications to be available for the first time through Train to Gain as additional qualifications – i.e. to employees who already have a NVQ Level 2 or 3 can now be supported to achieve an additional Level 2 or 3. This flexibility is focussed on the most important qualifications to the sector. This list will be reviewed from time to time by Proskills and the LSC.

Full National Vocational Qualifications developed by any awarding body, providing that these are available for funding purposes can be supported through Train to Gain. Priority for funding will only be given to those qualifications which are of the highest importance to Proskills industries.

The full and most current additional level 2 and 3 lists are available from the Train to Gain website: <http://www.lsc.gov.uk/providers/ttg/latest/>

Level 2 Sector Specific Qualifications			
Ref No	Title	Level	Awarding Body
10039521	Certificate in Furniture Production	2	City & Guilds
10038553	NVQ in Automotive Glazing	2	GQA
10044486	NVQ in Combined Working Practices	2	PAA/VQSET
50014882	NVQ in Digital Print Production	2	City & Guilds
50011091	NVQ in Drilling Operations (Extractives)	2	EMP
50014766	NVQ in Envelope Manufacture	2	City & Guilds
10038565	NVQ in Fenestration Installation and Surveying	2	GQA
10019285	NVQ in Fibreboard Operations	2	PAA/VQSET
10038577	NVQ in Glass Manufacturing	2	GQA
10038589	NVQ in Glass Processing	2	GQA
50014262	NVQ in Glazing	2	GQA
10057535	NVQ in Highways Maintenance	2	CSkills
50011881	NVQ in Highways Maintenance (Construction)	2	EMP
50040030	NVQ in Installing Domestic Fascias, Soffits and Bargeboards	2	GQA
50014833	NVQ in Machine Printing	2	City & Guilds
10031297	NVQ in Making and Installing Furniture	2	City & Guilds
10063092	NVQ in Manufacturing Ceramic & Associated products	2	PAA/VQSET
50014791	NVQ in Mechanised Print Finishing and Binding	2	City & Guilds
50033803	NVQ in Mining Operations	2	EMP
50052366	NVQ in Plant Operations	2	EMP
50011182	NVQ in Plant Operations (Extractives)	2	EMP
50010438	NVQ in Process Operations for the Extractives and Minerals Processing Industries	2	EMP
Q1026146	NVQ in Producing Surface Coatings	2	City & Guilds
10038590	NVQ in Production of Glass Supporting Fabrications	2	GQA
5001125X	NVQ in Roadbuilding (Construction)	2	EMP
10057547	NVQ in Roadbuilding (Construction)	2	CSkills
50039799	NVQ in Weighbridge Operations	2	PAA/VQSET
50033505	NVQ in Weighbridge Operations	2	EMP
50042269	NVQ in Weighbridge Operations	2	WAMITAB
50030723	NVQ in Woodmachining (Furniture)	2	CSkills

Level 2 Generic Cross-Cutting Qualifications			
Ref No	Title	Level	Awarding Body
500/3057/7	NVQ in Business-Improvement Techniques	2	City & Guilds
500/3042/5	NVQ in Business-Improvement Techniques	2	PAA/VQSET
500/3939/8	NVQ in Business-Improvement Techniques	2	PAA/VQSET
500/2284/2	NVQ in Business-Improvement Techniques	2	Edexcel
500/2154/0	NVQ in Business-Improvement Techniques	2	EMTA
100/3209/5	NVQ in Distribution, Warehousing and Storage Operations	2	PAA/VQSET
100/2773/7	NVQ in Distribution, Warehousing and Storage Operations	2	Edexcel
100/211/9	NVQ in Distribution, Warehousing and Storage Operations	2	City & Guilds
100/2107/3	NVQ in Distribution, Warehousing and Storage Operations	2	EDI
100/2105/X	NVQ in Distribution, Warehousing and Storage Operations	2	OCR
100/2101/2	NVQ in Distribution, Warehousing and Storage Operations	2	EMTA
500/3851/5	NVQ in Distribution, Warehousing and Storage Operations	2	EDI
100/2580/7	NVQ in Driving Goods Vehicles	2	City & Guilds
100/2582/0	NVQ in Driving Goods Vehicles	2	Edexcel
100/3180/7	NVQ in Driving Goods Vehicles	2	OCR
100/5921/0	NVQ in Driving Goods Vehicles	2	PAA/VQSET
100/4528/4	NVQ in Laboratory & Associates Technical Activities	2	City & Guilds
100/4524/7	NVQ in Laboratory & Associates Technical Activities	2	PAA/VQSET
100/5586/1	NVQ in Plant Maintenance	2	Edexcel
100/3345/2	NVQ in Plant Maintenance	2	CITB/City & Guilds
100/4829/7	NVQ in Process Engineering Maintenance	2	PAA/VQSET
100/4652/5	NVQ in Process Engineering Maintenance	2	City & Guilds
100/4236/2	NVQ in Storage and Warehousing	2	City & Guilds
100/5295/1	NVQ in Team Leading	2	Edexcel
100/5699/3	NVQ in Team Leading	2	EDI
100/5602/6	NVQ in Team Leading	2	CIPD
100/5525/3	NVQ in Team Leading	2	OU
100/5303/7	NVQ in Team Leading	2	CMI
100/5299/9	NVQ in Team Leading	2	ILM
100/5152/1	NVQ in Team Leading	2	OCR
500/4022/4	NVQ in Warehousing and Storage	2	City & Guilds
500/4011/X	NVQ in Warehousing and Storage	2	Edexcel
500/5108/8	NVQ in Warehousing and Storage	2	EMTA
500/3732/8	NVQ in Warehousing and Storage	2	EDI
500/5001/1	NVQ in Warehousing and Storage	2	PAA/VQSET
500/3605/1	NVQ in Warehousing and Storage	2	OCR
10027816	NVQ in Waste Management Operations	2	WAMITAB
Q1051038	NVQ in Waste Management Operations	2	City & Guilds

Level 3 Sector Specific Qualifications			
Ref No	Title	Level	Awarding Body
10038607	NVQ in Automotive Glazing	3	GQA
50011261	NVQ in Blasting Operations	3	EMP
5003375X	NVQ in Bulk Explosive Truck Operations	3	EMP
5001478X	NVQ in Carton Manufacture	3	City & Guilds
10044498	NVQ in Combined Working Practices	3	PAAVQSET
50014699	NVQ in Digital Print Production	3	City & Guilds
50014870	NVQ in Envelope Manufacture	3	City & Guilds
10038619	NVQ in Fenestration Installation and Surveying	3	GQA
10019297	NVQ in Fibreboard Operations	3	PAAVQSET
10038620	NVQ in Glass Manufacturing	3	GQA
10038632	NVQ in Glass Processing	3	GQA
50014377	NVQ in Glazing	3	GQA
50014778	NVQ in Hand Binding	3	City & Guilds
10049563	NVQ in Health, Safety and Environmental Management in the Extractive and Minerals Processing Industries	3	EMP
50014912	NVQ in Machine Printing	3	City & Guilds
10031315	NVQ in Making and Installing Production Furniture	3	City & Guilds
10031303	NVQ in Making and Repairing Hand-Crafted Furniture and Furnishings	3	City & Guilds
50014754	NVQ in Mechanised Print Finishing and Binding	3	City & Guilds
50033931	NVQ in Mining Operations	3	EMP
50014729	NVQ in Print Administration	3	City & Guilds
50010426	NVQ in Processing Operations for the Extractive and Minerals Processing Industries	3	EMP
10038644	NVQ in Production of Glass Supporting Fabrications	3	GQA
50031041	NVQ in Woodmachining (Furniture)	3	Cskills

Level 3 Generic Cross-Cutting Qualifications			
Ref No	Title	Level	Awarding Body
500/3056/5	NVQ in Business-Improvement Techniques	3	City & Guilds
500/3041/3	NVQ in Business-Improvement Techniques	3	PAA/VQSET
500/2285/4	NVQ in Business-Improvement Techniques	3	EDEXCEL
500/2132/1	NVQ in Business-Improvement Techniques	3	EMTA
Q1023960	NVQ in Construction Plant & Equipment Supervision	3	EDEXCEL
100/4511/9	NVQ in Construction Site Supervision	3	City and Guilds
100/2651/4	NVQ in Construction Site Supervision	3	EDEXCEL
100/4816/9	NVQ in Construction Site Supervision	3	ABBE
100/3210/1	NVQ in Distribution, Warehousing and Storage Operations	3	PAA/VQSET
100/2108/5	NVQ in Distribution, Warehousing and Storage Operations	3	EDI
100/2114/0	NVQ in Distribution, Warehousing and Storage Operations	3	City & Guilds
100/2102/4	NVQ in Distribution, Warehousing and Storage Operations	3	EMTA
100/4529/6	NVQ in Laboratory & Associated Technical Activities	3	City & Guilds
100/4525/9	NVQ in Laboratory & Associated Technical Activities	3	PAA/VQSET
500/3710/9	NVQ in Logistics Operations	3	OCR
100/5603/8	NVQ in Management	3	CIPD
100/5304/9	NVQ in Management	3	CMI
100/5828/X	NVQ in Management	3	EMTA
100/6202/6	NVQ in Management	3	ECITB
100/5296/3	NVQ in Management	3	EDEXCEL
100/5700/6	NVQ in Management	3	EDI
100/5300/1	NVQ in Management	3	ILM
100/5153/3	NVQ in Management	3	OCR
100/5526/5	NVQ in Management	3	OU
5001299X	NVQ in Management of recycling Operations	3	WAMITAB
100/5123/5	NVQ in Occupational Work Supervision	3	Cskills
500/1624/6	NVQ in Occupational Work Supervision	3	EDEXCEL
100/3346/4	NVQ in Plant Maintenance	3	CSkills
100/4830/3	NVQ in Process Engineering Maintenance	3	PAA/VQSET
100/4238/6	NVQ in Storage and Warehousing	3	City & Guilds
100/5904/0	NVQ in Supply Chain Management	3	EDEXCEL
10026484	NVQ in Waste Management Operations: Civic Amenity	3	WAMITAB
10022296	NVQ in Waste Management Operations: Civic Amenity	3	City & Guilds
10026496	NVQ in Waste Management Operations: Closed Landfill	3	WAMITAB
10022302	NVQ in Waste Management Operations: Closed Landfill	3	City & Guilds
10026502	NVQ in Waste Management Operations: Inert Waste	3	WAMITAB
10022284	NVQ in Waste Management Operations: Inert Waste	3	City & Guilds
10027828	NVQ in Waste Management Supervision	3	WAMITAB
Q1051039	NVQ in Waste Management Supervision	3	City & Guilds

18. Is there a time limit for learning to be completed?

The LSC has no restrictions on the completion time for qualifications; however, individual awarding bodies should be contacted to determine the requirements and assessment strategies relating to registrations and certifications as these can vary in each qualification.

19. How does this programme differ from other Train to Gain programmes?

This is part of the Train to Gain programme. It is a specific offer to employers in the sector, based on this driving increased demand from employers. If the anticipated demand from employers is realised up to £62 million from the existing Train to Gain budget will be allocated to the Process and Manufacturing sector.

Leadership and Management

20. Why are Leadership and Management grants only available to Small to Medium-sized Enterprises (SMEs)?

The Leadership and Management support and funding through Train to Gain is targeted at SME's with between 10 and 250 employees. This is focussed on the larger SMEs where strong leadership skills can benefit a larger number of employees. Additional support is available via the SME flexibilities enabling companies with 5-10 employees to be included in this offer.

Apprenticeships

21. Will adult employees be eligible for Apprenticeships?

Apprentices of all ages are supported through the LSC's Apprenticeship Programme. The LSC funds the cost of delivering the skills needed by an apprenticeship so all LSC funding goes directly to the employer, college or training provider delivering the apprenticeship.

Funding is variable and so confirmation of levels and any eligibility requirements should be sought from the LSC or college or provider.

22. If a company has an existing contract for Apprentices, can they apply for more under the Compact?

Proskills nor its Compact sets the volumes or funding tariffs for providers. Where a company has a funding contract with the LSC for Apprenticeships, any increase would be from part of the usual negotiation with the Learning and Skills Council.

The Partners

23. Who is Proskills and what is their role in the process?

Proskills is the employer-led Sector Skills Council for Print and Printed Packaging, Extractives and Mineral Processing, Coatings, Glass, Building Products, Furniture, Furnishings and Interiors, Paper and Pulp and Whitewares/Ceramics.

Its role is to raise skills levels and competitiveness in the 56,000 companies and approx 800,000 strong workforce that make up these industries by researching employer needs, ensuring occupational standards and qualifications they need are available, matching demand to supply and securing funding to meet business priorities.

Proskills will work with companies to identify how skills investment can improve their business, set measurable targets and evaluate the impact of training. Proskills specialist advisors will assist companies with the following:

- Developing a plan to improve business performance through skills development
- Accessing Train to Gain funding
- On-going expertise to help assess further skills needs
- Exploring the benefits of signing the National Skills Pledge and industry specific Sustainable Workforce Pledge.

Proskills does **not** provide training.

For more information please contact Proskills:

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24. What is the LSC's role?

The Learning and Skills Council (LSC) commissions and contracts with colleges and training providers, to deliver skills and qualifications for employees through the Train to Gain service.

As part of this existing commitment the LSC will provide funding through the Train to Gain budget.

The LSC also works in partnership with The Skills Brokerage Service and Sector Skills Councils to devise and maintain policies, protocols and guidelines to enable appropriate funded support to be targeted towards priority qualifications and employees.

25. What is the Brokerage's role?

The Skills Brokers work with the Sector Skills Councils (SSCs) to identify the specific skills needs of each business sector. Your skills broker will have the expertise to offer sector-specific skills advice.

Your skills broker works with you to identify skills that will make a real difference to your business – now and into the future; identifies the training and other skills strategies that will drive your business forward, and the employees who will benefit most; identifies reliable training providers. If appropriate, they'll source local providers who can work on site, minimising disruption to your business.

There's a lot of support available to help finance your training or offer additional advice. If you're eligible for partial or full funding or subsidies, your skills broker will help you access the support.

You want the best value for money from your investment. Your skills broker evaluates your training programme, making sure it has a real impact on your business success.

For advice and support offered by Skills Broker Service contact the Brokerage on Tel: 0800 015 55 45 or visit the Train to Gain website at: www.traintogain.gov.uk