

Issue Two.
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Focus on Business

**Stephenson
College...
High quality
vocational training**

Stephenson College
Excellence and innovation in learning

Dear Employer

Stephenson College's Employer Newsletter is provided for you to illustrate the range of training available from the College to support your business needs.

The College enjoys many partnerships with employers of all sizes from across the locality, region and nation. We have expertise in many types of vocational areas and provide qualifications for employees along with bespoke training for companies in relation to specific needs.

We are acutely aware of the challenging times that business and industry face as a consequence of the current economic conditions. We recognise our responsibilities to help employers and their employees at this time.

We believe opportunities to train staff may exist during the difficult times and that strategies to reshape and prepare companies and individuals for future challenges will help sustain and enhance your enterprise. The Government is encouraging colleges to respond to support local needs. Stephenson College is currently leading the Economic Committee of the Local Strategic Partnership and has access to partners to support your needs and to funding for your staff to engage in training.

We pride ourselves in our partnerships and we feel that it is essential that the public funding we receive to support training is used to best effect on your behalf.

Stephenson College's strategy for working with business is derived from, and devised to support the delivery of the College's Strategy as outlined in the Strategic Summary 2008/2009 to 2010/2011.

Our Business Strategy is constructed to add value to our client's organisations and their employees. The College seeks to align our products to support the achievement of the key performance indicators of each business. We will also work with you to evaluate Return on Investment, against agreed criteria, to illustrate the value of our training to your organisation.

If you think items shown in this publication are of interest to you or that you would like to discuss other needs or questions you may have please contact us through the routes illustrated in this newsletter.

Thank you.
Yours faithfully

Nigel Leigh
Principal/Chief Executive Officer



Train to Gain

A MORE FLEXIBLE TRAIN TO GAIN

Train to Gain is now widely known throughout the business community and many thousands of companies have taken advantage of this funding to enable their staff to become qualified and their companies to prosper.

In the current economic climate small to medium size companies are often inclined not to embark on training programmes, however it is important that businesses are in a strong position and continue to grow their skills base in preparation for when the economy recovers.

The government recognises these difficulties and has relaxed the Train to Gain funding rules allowing more flexibility for companies to access the training they need to enable training to continue and productivity increase.

Recently there have been a number of significant changes to the eligibility criteria which offer more flexibility to employers, these include:

- Train to Gain is now able to fund a second Level 2 qualification, even if your employee holds a higher qualification but needs to re-skill in another vocational area.
- Train to Gain will now fund employees who have not achieved a level 2 qualification but want to obtain a Level 3 qualification (dependant on the agreement of the college).
- Train to Gain will also part fund employees that already hold a Level 2, 3 or 4 qualification wanting to take a Level 3 or 4 course in another vocation.
- Train to Gain also funds stand alone Essential Skills qualifications, (i.e. Literacy and/or Numeracy qualifications). These qualifications can now be studied and funded without the learner having to take an NVQ.
- Volunteers and Sole Traders are now able to benefit from Train to Gain Funding.

Train to Gain

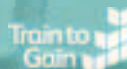
Training Provider



"The services Stephenson College provide through Train to Gain are essential to our company, in terms of enhancing our service delivery and providing a professional customer focused approach. These training and assessment programmes provide the facility for us to ensure our staff can train to a high standard without incurring substantial costs. As a client, I have found Stephenson College to be very professional, accommodating and understanding to our particular business needs.

We enjoy an excellent working relationship with College staff and I hope our collaboration will continue to develop in the future".

Cassie Ball
J & S Seddon (Painting) Ltd



Employer Governor Wanted

The College is seeking a governor to represent employers at Corporation meetings, if anyone is interested please contact: Sidonie Perry, Personnel Manager/Clerk to the Corporation on 01530 836136 Ext 105 or sperry@stephensoncoll.ac.uk.

RSPCA Endorse Stephenson College

Stephenson College is delighted to announce that one of our clients, the RSPCA based at Radcliffe on Trent, Nottingham has recently won the final of the Nottingham Work Based Learning Awards. This award is for employers who are particularly supportive of training in the workplace and encourage young people to achieve qualifications. Stephenson College Nottingham has worked with the RSPCA for several years and they currently have apprentices with the college.

The organisation is very committed to training, supporting and nurturing apprentices so they become confident, motivated and competent in all aspects of animal care.

Anna Wilson from the RSPCA said "We work with Stephenson College because they supply us with good quality apprentices and work closely with us to support them throughout their training programme".

The College congratulates the RSPCA and is proud to work in partnership with them.



Cutting-Edge of Renewable Energy Training

The College now offers a comprehensive programme of renewable energy training that rivals any college in the UK.

Working in partnership with Baxi, who offer the widest range of renewable heating system solutions in the UK and are a market leader in Europe, the College has created the Baxi Suite. This facility will be a first nationally to train installers on Baxi Biomass Systems.

The well equipped centre at Stephenson College is now able to demonstrate most of the design types of solar installation in the UK. Training programmes for Solar Hot Water will be starting shortly. This is a two-day programme aimed at predominantly Plumbing and Heating Engineers, at a cost of £353.

A Solar Hot Water system correctly installed can save a home owner 50/60% off their energy bills. Installers with this qualification could earn the householder a potential £400 grant off their installation with the Low Carbon Buildings Programme.

Employees at Risk

Stephenson College is also offering a range of short training programmes to assist employers who may be forced to make redundancies or redeploy their staff. These courses include CV writing, interview techniques and job search skills. These courses are also funded by Train to Gain.

To find out further information on Train to Gain please contact:
Sundeep Kalsi
Train to Gain Co-ordinator
skalsi@stephensoncoll.ac.uk
01530 519027

New Short Courses to Stimulate your Business

Train to Gain will now fund stand-alone accredited training modules, and part-qualifications in critical areas to promote efficiency and raise productivity.

Examples of these short training programmes are: Business Improvement Techniques, Team Working & Communications, Customer Service, New Product Design, Finance and Credit, Cash Flow & Profit Management and Risk Management.

Company Spotlight

Cummins UK Apprenticeship Programme



Stephenson College provides training solutions for a range of prestigious companies across the UK. In this edition of Focus on Business we are delighted to 'Spotlight' one of our training partners, Cummins UK, a division of Cummins Inc, who are the world's largest designer and manufacturer of diesel engines.

Cummins UK offers a Modern Apprenticeship comprising of Performing Engineering Operations, BTEC NVQ Level 3, which is delivered by Stephenson College, in conjunction with Cummins UK Service Centres, and their Wellingborough Training Centre.

Over the last couple of years, the Cummins' Apprenticeship Programme, supported by the College, has been radically overhauled in terms of quality and size, and now operates a flagship national recruitment and training programme that is among the very best in the industry.

Cummins UK currently has twenty one apprentices and have had a number of successes where apprentices have advanced to coveted positions such as Workshop Technician to Service Centre Manager

Cummins Apprentices pictured below are, back row from left to right, Dave Watson (Stephenson College), Ricky Sherwood, Christopher Head, Ashley Bunn, Grant Jennings, Lee Brozzoni, Jake Underwood, Clive Saunders (Stephenson College). Front row left to right, Daniel Pullfer, Lewis Dahl and Jamie Stewart.

Trevor Nodding, Cummins UK Training Manager said "In providing a structured apprenticeship programme, Cummins are ensuring that we build up sustainable skill levels within our business and have the capability to more fully support our customers' growing needs. This will also enable our apprentices to have the best possible start to their working life and a solid foundation for a career within Cummins."

Trevor continued, "Ultimately it is the company that shoulders the burden of responsibility for developing its young talent. Students attend Stephenson College on a residential block release basis. There's a three-month probationary period and during this time, senior technicians, myself, Stephenson College and mentors keep a close eye on the apprentices' progress and evaluate their potential".

Says Trevor, "We are keen to promote women in engineering and Nicki Jannaway (pictured) is a prime example of a success story, winning Apprentice of the Year in 2007."

Pictured below is Nicki Jannaway, one of the female apprentices at Cummins UK.



First Nomenca Apprentices Begin Training

Following the successful introduction of a General Construction Apprenticeship Scheme at North Midland Construction PLC last year, a new apprenticeship programme has now begun with the company's Mechanical and Electrical Division, Nomenca Ltd.

The first ten apprentices will be based at Nomenca's offices across the country, including Mansfield, Warrington, Bristol, Plymouth, Woolpit, Leeds and Inverness. The Advanced Electrical Installation Apprenticeship includes work on-site and attendance at a week-long residential block release at Stephenson College every 6-8 weeks. At the end of the Apprenticeship Scheme and subject to satisfactory evaluation reports, each apprentice will have the opportunity to progress further within Nomenca.

Karen McMain, NMC Group Recruitment Manager said: "This is part of an on-going training programme at NMC. We now have an infrastructure in place to ensure quality staff are entering the business on a regular basis and addressing the ever increasing skills shortage in our industry."



Day one for Nomenca group.



Health & Safety

Risk Assessment - A Common Sense Approach

In these days where companies are worried about the economic downturn the last thing you need is a compensation claim from an employee or a member of the public who has had an accident related to the workplace or premises.

To help employees be best prepared to avoid these situations the Health and Safety Executive (H.S.E.) have published the following guidelines on sensible risk management.

Sensible risk management is about:

- Ensuring that workers and the public are properly protected
- Providing overall benefit to society by balancing benefits and risks, with a focus on reducing real risks, both those which arise more often and those with serious consequences
- Enabling innovation and learning not stifling them
- Ensuring that those who create risks manage them responsibly and understand that failure to manage real risks responsibly is likely to lead to robust action
- Enabling individuals to understand that as well as the right to protection, they also have to exercise responsibility

Sensible risk management is not about:

- Creating a totally risk free society
- Generating useless paperwork mountains
- Scaring people by exaggerating or publicising trivial risks
- Stopping important recreational and learning activities for individuals where the risks are managed
- Reducing protection of people from risks that cause real harm and suffering

To find out more about Risk Assessment and the Health & Safety training programmes available at Stephenson College please contact Andrew Allsop, Health & Safety Officer on 01530 836136 ext 237 or aallsop@stephensoncoll.ac.uk



Volvo Partnership News Update

Stephenson College has had a long and successful partnership with Volvo Truck & Bus and continues to do so. This year is no exception as another group of new students start their Volvo Three Year Parts Apprenticeship at the College. Louise Sheppard, Competence Development Advisor at Volvo said "We are delighted the College has provided a dedicated trainer/assessor, classroom and stock room, complete with parts supplied by Volvo and computers with access to our online Parts Catalogue System. The company is also impressed with the encouragement the College is giving to our mature employees in our parts operations, to gain an NVQ qualification in Vehicle Parts Operations. The benefit to Volvo and our employees with this is at no cost to either party, yet with all the benefits of a recognised qualification. We hope to encourage more employees to take advantage of this offer.

The following comment was recently made by Andrew Walker, Competence Development Manager, Volvo Group UK Limited "Stephenson College has always provided Volvo with a dedicated facility and this has now been further enhanced since the move to the new state-of-the-art College. This coupled with the excellent support facilities you have in place offers the company a total service". Andy added, "the College actually mirrors Volvo's Headquarters".



Care Training on your Doorstep!

**Stephenson College has centres
across the Midlands offering a range
of courses for the Care Sector.**

The college has a long and successful track record of providing quality training for Care professionals. Our training programmes achieve high success rates and our staff are friendly, knowledgeable and very supportive.

The Care Section offers a range of courses that include:

- NVQs in Care, Levels 2, 3 and 4
- Leadership and Management for Care Services (LMCS)
- NEBOSH Certificate in Occupational Health & Safety
- Appointed First-Aider
- Care Apprentice Framework

There is funding available through Skills For Care or the Governments' Train to Gain initiative.

GOLDWELL
CLOSER TO STYLISTS. CLOSER TO HAIR.

Hairdressing Success

Local employers from the hair and beauty sector were recently invited to take part in a Goldwell Colour Education Day at Stephenson College. The event consisted of theory input in the morning and work on models in the afternoon. Some stunning and innovative work was produced with vibrant colours and finished looks. An inspirational session led by the Goldwell Colour Technician Team show-cased emerging techniques, products and looks.

The College/Goldwell partnership continues with the promotion of a very special event entitled, 'An Altogether Glamorous Catwalk Show'. This show will include demonstrations of emerging trends from the Goldwell KMS Hair Art Team and takes place at Stephenson College on Monday February 23rd 2009.

**Tickets are available from Andrew Sanders
07931 276969 or Stephenson College 01530
836136 ext 174**



Higher Education How can Higher Education help your company?

Higher Education allows you as an employer to 'get ahead of the game' especially in today's current economic climate with well trained and motivated staff. Employees that feel valued are proven to be more dedicated and productive.

A wide range of Higher National Certificates/Diplomas are available at Stephenson College to suit varied career aspirations. All higher education students have the opportunity to learn many transferable skills that will relate to their chosen area and benefit any organisation (i.e. presentation skills, report writing etc). A higher education qualification creates greater opportunities for career progression and promotion. Students will also get the opportunity to socialise and be learning with people from similar areas and backgrounds, which can lead to excellent networking and sharing of good practice.

After completion of a HNC many courses offer a progression route onto an HND and thereafter may be able to progress onto a one year 'top up' programme at a chosen university to complete a degree.

Studying at Stephenson College has many advantages, we have dedicated staff who are academically and professionally qualified allowing for an excellent support structure throughout your employees' studies, a dedicated Higher Education section within the college, flexibility of delivery (i.e. day release, afternoon/evening, or just evening) to support individual circumstances or the business need and many online resources. Another major advantage especially in the current economic climate is that our fees are lower than traditional university study and other college competitors in the area.

The college also offers excellent facilities including; free car-parking, a choice of restaurants, day crèche, high-tech gym and state-of-the-art computer facilities.

**Picture shows a group of graduates
employed by Taylor Woodrow with their
tutor Peter Clarke and Mr Peter
Dracup, Operations Director, Taylor
Woodrow at their graduation.**



WHO TO CONTACT

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Stephenson College excellent by design...
be part of it.



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