

“Skills: How to get returns on your investment” Semta conference draws a capacity crowd

The Manchester conference to launch Semta’s new one call skills service proved hugely popular, with over 150 guests attending to hear from an “all star” line up of speakers and take part in Semta workshops.

Speakers at the event, jointly promoted with the CBI, included Kevin Brennan MP (Minister for Skills and Apprenticeships); Allan Cook CBE (Atkins); Dr Aileen Allsop (AstraZeneca); Malcolm Dare (BAE Systems Submarine Solutions), Damian Waters (CBI); Indro Mukerjee (C-MAC MicroTechnology), Simon Barker (Rolls Royce), Tony Walker (Toyota UK); Chris Roberts (Skills Funding Agency) and Professor Sujit Banerji (Warwick Manufacturing Group).

Shadow Business Secretaries Rt. Hon Kenneth Clarke MP (Conservative) and John Thurso MP (Lib/Dem) sent video messages to the delegates while Business Secretary Lord Mandelson said in the conference foreword: “I am pleased this summit is taking place, raising awareness of key issues within the industry and sharing best practice to reverse the shortage of vital skills for this sector and the economy. We all now need to build on the collaborative work already done and consider how we work together to address these skills shortages.”

To coincide with the event, Semta released new research indicating the need for around 205,000 (29,300 per annum) jobs within Semta’s sectors between 2010-2016, to replace the aging workforce and meet demand from rapidly growing sectors like bioscience and advanced manufacturing.



Health and safety training partnership

Under a national partnership agreement, EEF health, safety, climate and environmental (HSCE) training courses have been approved by the National Skills Academy for Manufacturing. The courses will complement The Skills Academy approved training in other areas and help businesses boost the bottom line not only by improving their manufacturing performance but also by working more safely.

In implementing this agreement, The Skills Academy will work with EEF to jointly promote and market the offering to employers.



Training in the driving seat at General Motors

Semta Chairman, Sir Alan Jones, has visited General Motors in Luton to present NVQ certificates and discover how B-IT training is making the company more productive and competitive in the global marketplace.

Along with Train to Gain and the East of England LSC, Semta helped identify Develop U, an approved provider that met the company’s specific needs, and secured funding. As a result 185 employees have

completed the Level 2 NVQ in B-IT and 16 team leaders have gained the Level 3 qualification.

Unit Manager General Assembly, Mark Noble, said: “Financial savings of around £200,000 have been realised as well as substantial improvements in quality and processes. The main benefit I have seen is motivated people returning from the courses: their enthusiasm is infectious. The Develop U course is fantastic and the feedback is tremendous. I’m so pleased that Semta are involved and that we found Develop U.”



Sir Alan (far right) with General Motors certificate holders

Welcome to Issue 10 of Semta Matters from the Chief Executive

Adding real value

As chief executive of an employer-driven organisation, my role is to ensure that we meet the needs of the sector today and in the future.

In Semta Matters you will see that we are adding real value across the UK in our six major sectors: aerospace, automotive, electronics, marine, metals/mechanical and electrical, and life sciences. We are addressing the major issues identified in our sector skills agreements - productivity and competitiveness, leadership and management, technical skills gaps, and the stem pipeline. We're influencing policy makers and training providers to ensure that supply meets demand and we are helping employers derive bottom line benefit from skills investment.

Understanding that employers sometimes find the skills landscape rather complicated, we have launched our new one call service which puts employers in touch with our sector experts who can help them identify their specific skills needs and source the right training and suitable support or funding. To help us support even more employers, we have developed Skills Connector, an online version of our skills support service which we will roll out in the coming months. As well as connecting employers with training solutions from quality providers working with NSA-M, it will mean that employers' needs demands are crystal clear and are satisfied by programmes giving well-evidenced economic benefit. This is becoming even more important as public sector funding comes under increasing pressure.



Semta has signed a Memorandum of Understanding with ALP (Association of Learning Providers). The objective of the MoU is to identify and address current and future sector needs and aspirations as well as progressively identifying and addressing employer skills needs.

Science skills focus

Fifty employers from the science sector attended Semta's conference and workshops in the West Midlands to focus on workplace skills. "Workplace competency – the science skills employers want in 2010 and beyond" brought employers together with the companies and organisations that jointly developed Semta's science standards and qualifications. It set out to help employers make best use of these to build workplace competency and to encourage them to identify their future skill needs.

Those attending learnt about the benefits of new apprenticeships for laboratory technicians and life sciences. They also received guidance from Semta and awarding body representatives on using the standards and qualifications to ensure employees have the right skills for their job roles. Senior managers from 3M Healthcare, the Institute of Science and Technology and the National Apprenticeship Service were guest speakers.

Celebrating women's success

Peers, MPs and employers attended a showcase event at the House of Lords in February to celebrate the collective achievements of the Women & Work Sector Pathways Initiative. They learnt how 11 SSCs have trained over 16,000 women through a variety of programmes designed to unlock female potential and improve women's position in the workplace. Semta's programmes alone have provided over £280,000 worth of training for 700 women.



Baroness Scotland: celebrating women's success

Hosted by Baroness Wall, the cross-sector celebration was initiated by Semta and supported by Baroness Prosser, Chair of the Women & Work Commission. Attorney General, Baroness Scotland, gave an address and those attending heard inspiring presentations from four women who had benefited from the initiative. They included Sara Andrews, HR Manager at Johnson Controls, one of 75 women from her company to complete the Semta programme. "One of my objectives was to raise my profile within the company," she told the audience, "and here I am speaking at an event at the House of Lords!"

How to boost profits four-fold

Does quadrupling your profits sound attractive? If so take a leaf out of David Fox's book – because that is what his company has done. How? By taking a strategic approach to training and investing in the workforce.

David Fox is Chairman and Chief Executive of Power Panels Electrical Systems Ltd, where each of the 150 employees get 200 hours training a year. Last year the company won the National Skills Academy's Skills Development Award. "Training is definitely the most appropriate investment I've ever made and it's working brilliantly," Fox says.



Power Panels has quadrupled its profit through training

Aiming to improve training and quality, Power Panels set up its own training school in 2000 and introduced Six Sigma processes. It developed a 'training road map' which aligns its strategic objectives with the competencies it needs to get there and gives employees a progression route linked to financial reward and recognition.

Bespoke training is delivered in-house with a 40/60 split between classroom and workplace. The emphasis is on relating training to employees' day-to-day jobs and projects that deliver immediate business benefits. According to Fox: "The difference in our training is in how we relate the theory to the practical application of the learning. People are shown how to use the skills they've learnt."

Power Panels won four industry awards in 2008. But for Fox it's not about winning awards, it's about business success. "What we've got is a business that's successful: since 2000 we've quadrupled our turnover and we've quadrupled our profitability. More than that we've managed to move the quality from 98% to 99.97% – and there isn't anybody in the world doing better than that. If anybody wants an endorsement for why training works, this is the proof of it."

To watch the Power Panels video and read David Fox's top tips for gaining a competitive edge visit http://www.nsa-m.co.uk/media/press_zone/newsletter/david_fox.aspx

Improvements deliver £200K savings

Aircelle Ltd has achieved annual cost savings estimated at over £200,000 from a pilot B-IT programme. The results have been so impressive that many more employees will now take the NVQ, with funding secured by Semta.

Having discovered from Semta how the Skills Academy-developed programme could help its business, the 760-strong global aerospace company registered 36 employees on the B-IT Level 2 NVQ. They worked in teams to bring about major improvements to the company's quality, cost and delivery performance. Projects included modifying a product which significantly reduced scrap and rework, and changing how key components were stored and delivered to the work area. This reduced component damage and improved workflow and efficiency. A

review of the customer returns procedure led to changes in the process that allow employees to quickly trace and rectify quality problems.

"The experience of working with Semta and the National Skills Academy for Manufacturing on the B-IT programme has been very positive for our business," says HR Director, Helen Gopsill. "We have seen employees' skills grow and develop, become more aligned with our business objectives, and resolve genuine problems within the business along the way. Those who have undertaken the training have developed skills such as project-management and team-working, as well as learning much more about our wider business processes and operations."



Aircelle teams delivered improvements worth £200,000 a year

14-19 Diplomas

Advanced Diploma in Science

The public consultation on the Advanced Diploma in Science is currently taking place. Stakeholders have until 4 May to comment online. The Science Diploma Development Partnership is seeking opinions on the vision for the Diploma and the criteria which will be used to develop the qualification.

The Diploma in Science is designed to deliver work-related learning that helps young people understand the principles and applications of science and develop practical scientific, mathematical and problem-solving skills. To influence this important qualification visit www.sciencediploma.co.uk by 4 May and give us your views.

Diploma in Engineering

From this month the Diploma in Engineering has a new refreshed website. The site has been restructured and content rewritten to bring it up to date and make it easier to use. For the latest information visit www.engineeringdiploma.com

Northern Ireland minister celebrates B-IT success

Semta's Director of Employer Engagement, Lynn Tomkins, joined Northern Ireland Employment Minister, Sir Reg Empey, on a recent visit to Thales in Belfast. They were there to celebrate with the workforce the success of those who gained the B-IT NVQ and discover the benefits to the business.

Around 140 employees have completed B-IT training and 95 have been awarded the NVQ to date. The programme was funded by the Department for Employment and Learning Northern Ireland (DELNI) and delivered by Semta's partner, ETCNI. Lynn praised the achievements of successful NVQ candidates, assessors and verifiers and their contribution to the company.

Sir Reg said: "The skills of our workforce play a vital role in raising productivity and increasing competitiveness of Northern Ireland companies. I think it is critical that my Department helps companies to deliver improvements in individual company manufacturing processes and it is especially valuable when these improvements are developed by the company workforce." He then detailed a DELNI investment of a further £500,000 in the B-IT programme which will qualify over 400 employees to Levels 2 and 3.



Sir Reg Empey addresses Thales employees

Bite off what you can chew

The National Skills Academy for Manufacturing has teamed up with leading providers of online courses to give access to over 1,000 bite-sized learning programmes. Learners can now brush up on their skills and knowledge at a time and place to suit them with quality materials that have the Skills Academy's endorsement.

Through a partnership with learndirect Business, the Skills Academy offers e-learning in a wide range of subjects such as sales and marketing, health and safety, finance, communication skills, management and leadership. The multi-media offering includes videos, DVDs of The Apprentice TV series and Harvard ManageMentor: packed with resources on 42 management topics that take from just five minutes to two hours to complete. To see what's on offer visit:

<http://www1.learndirect-business.com/student/framework.asp?client=semta>

The Skills Academy is also able to bring you programmes in a vast range of subjects from global e-learning provider, Gattin International. Its e-courses span business, engineering, technology, microelectronics, industrial and trade skills, languages and more. To access them visit our eLearning Centre at www.nsa-m.thelearningcentre.com

Diary Dates

7-11 June

MACH 2010, NEC Birmingham

16 June

Science Innovation 2010, QEII Conference Centre, London

19-25 July

Farnborough International Airshow, Farnborough

Car giant trains apprentices for SMEs

Jaguar Land Rover (JLR) is training extra apprentices at its Solihull plant for smaller companies to take on.

The company has recruited 13 apprentices on top of its normal intake as part of the new Apprenticeship Expansion Programme developed by the National Apprenticeship Service. They will spend a year at JLR and go on to complete their apprenticeship in small and medium-sized enterprises (SMEs). Ian Eva, Manager, Apprentice Programmes & External Networks at Jaguar Land Rover, said: "The Apprenticeship Expansion Programme pilot is a great opportunity for large organizations like ourselves to help overcome some of the difficulties and concerns SMEs have in recruiting apprentices. This is done in very practical terms with the emphasis on developing not only competencies but employability skills."

The National Skills Academy for Manufacturing is supporting the programme at JLR and helping SMEs recruit these apprentices. If your company is interested, please contact Semta's Customer Services
T: **0845 643 9001**
E: **customerservices@semta.org.uk**

After training at JLR Misha Srbijanin will complete her apprenticeship in a smaller company



Workshop lays foundation for skills action plan

A team from Semta supported the UK Electronics Alliance Skills Conference in January by facilitating a workshop.

Semta's Business to Skills model was used to help delegates explore the skills and training the sector needs. The focus was on exploiting emerging technologies and achieving the government's vision for advanced manufacturing, set out in recent white papers.

The event brought together leading industrialists and trade associations from the electronics sector. They included members of the Electronics Leadership Council and Semta's Electronics Sector Strategy Group (SSG). Semta and the SSG will develop the outcomes to produce a forward-looking skills action plan that clearly articulates and underpins the skills needs of a vibrant UK electronics industry. This will be reviewed regularly.

The conference included a review of progress and successes achieved to date and saw the launch of the UK Electronics Skills Foundation and the website www.electronicsskillsmap.com

Leadership learners submit to 'dragons'

Future leaders from UK manufacturing companies presented their business improvement project proposals to a Dragons' Den-style panel at Kingston University in February.

The 22 participants are the first cohort on the over-subscribed Masters Programme in Leadership Practice developed by Semta's National Skills Academy and launched in November 2009. Their 'Dragons' Den' experience formed part of the assessment for the first stage of the programme.

Judging proposals and giving valuable feedback were senior industrialists Maureen Constantine, Human Resources Director at GKN; Allan Cook CBE, Chairman of Atkins; and Margaret Gildea, Advisor to Semta.

"I was impressed by the tenacity of the people I spoke to and admired that fact that some of them were working really hard to gain their degrees through part-time evening study whilst holding down demanding jobs," Maureen commented. "The Masters Degree in

Leadership Practice is particularly geared towards such individuals. It is important to ensure there is scope in the programme to really stretch them and ensure they achieve their maximum potential."

Accredited by Kingston University, the programme comprises three levels: post graduate certificate, diploma and masters degree. The projects put forward by the students are designed to give enough pay-back to fund their entire masters degree.



Leadership candidates prepare for their team presentation to the 'dragons'

Government notes Bioscience SSA progress

A report published in January by the Department for Business, Innovation and Skills acknowledges Semta's progress in implementing the Bioscience Sector Skills Agreement (SSA). The annual report follows up recommendations set out in 'Review and Refresh of Bioscience 2015, a Report to Government by the Bioscience Innovation and Growth Team'.

"Good progress is being made to implement the Bioscience Sector Skills Agreement," the latest report says. "This includes completion of regional activity mapping and publication of this on the Semta website and its circulation to members of the Sector Strategy Group (SSG). The Regional Development Agencies will be able to use this work as they look at the Skills Strategies for each region."

In line with recommendation, the Terms of Reference of the SSG have been refreshed to ensure appropriate membership for driving forward SSA



Progress in implementing Bioscience SSA

implementation, the report also notes. Membership has been reviewed and supplemented to include the industrial biotechnology sector and there are moves to further increase SME membership.

Sector synergy

Semta and Cogent have signed a strategic partnership agreement to improve support to employers in the sectors they serve. The two sector skills councils will collaborate on common areas of research, science and technology skills, and qualification development to avoid duplication and simplify matters for employers.

The joint approach will ensure the better use of resources and greater efficiency in meeting employers' skills needs. It will give employers across the sectors a combined voice in influencing higher education and driving up the take-up of STEM subjects, along with qualifications that address common skills needs.

Philip Whiteman said: "We are committed to creating a simplified skills landscape to make the entire process of identifying and tackling skills

shortages easier for employers, stakeholders and government. As leading sector skills councils which represent employers across the engineering, manufacturing and process industry sectors, Semta and Cogent are ideally placed to deliver collaborative solutions for employers."



Philip Whiteman and Cogent Chief Executive, Joanna Woolf, sign the partnership agreement

Tweet with us

Semta is now using Twitter – the number one microblogging network. Twitter is a free service which allows people to quickly share brief information and is being used increasingly by businesses to connect with their customers.

Philip Whiteman is Semta's lead Tweeter and generally tweets twice a day. To follow Philip simply click on the button that you'll find on Semta's website, emails and newsletters. Select 'join today' to be part of the network and keep abreast of what's happening.



PAC analysts a qualified success

Ten individuals in the South West have qualified as Productivity and Competitiveness (PAC) analysts. They are now helping businesses to improve their performance by targeting problems and implementing lean techniques.

The National Skills Academy for Manufacturing appointed the analysts on Semta's behalf from the Manufacturing Advisory Service in the South West and arranged their training. All were awarded Skills Academy certificates. Their success builds on the partnership of two government-sponsored organisations and meets Semta's regional target for LSC-funded PAC analyst training.

Semta developed the PAC model and is a member of the cross-sectoral Manufacturing Skills Alliance set up with support from the Department for Business Innovation and Skills to deliver it to companies. PAC analysts are behind many successful projects carried out in companies such as Christchurch-based Groveley Engineering Precision Ltd. The sub-contract engineering firm made projected annual cost savings of £138,000. It boosted people productivity by 25%, saw a 92% improvement on delivery schedule achievement and saved 678 hours a year on set-up.

Marine matters



Semta meets BMF at the International Boat Show

The International Boat Show at London's Excel centre was the fitting venue for the Marine Sector Strategy Group's January meeting.

Thanks to the generosity of the British Marine Federation, SSG members were able to visit the show to catch up with the sector's latest developments and innovations before getting down to business.

A key item on the agenda was discussion on the UK Marine Industries Strategic Framework drafted by the Marine Industries Leadership Council. The document provides the basis for stakeholders to deliver an action plan that will secure a strong position for UK companies in the global market.

At another meeting held by the BMF at the show, Semta updated the Federation's 40-strong training provider network on the Qualifications and Credit Framework. For more details visit:

www.semta.org.uk/pdf/QCF.pdf

Coining in business improvements

The Royal Mint is using training in Business-Improvement Techniques (B-IT) to drive through its 'Operational Excellence' initiative. Semta helped the organisation identify and implement the right training to meet its needs and secured £32,550 from the Welsh Assembly Government's 'Upskilling' fund.

Thirty-one manufacturing employees are to complete either the full B-IT NVQ at Level 2 or selected units appropriate to their job role. Some will progress to Level 3 to help embed B-IT and influence a culture change.

The training links to the Royal Mint's five-year plan which identifies new values and behaviours needed to improve overall operations and achieve maximum efficiency. "We hope this training will give people on the shopfloor an understanding of how to work smarter and how to look for improvement on a continuous basis. We want to empower them to make their own decisions," said Training Manager, Louise Terry. "It's also a morale booster for our employees and a motivator to get engaged with our business plan, as they get something out of it."



Royal Mint is engaging employees with its business plan through B-IT

Women's network

Building on the success of the Semta Women and Work programme, Semta is helping Airbus set up a women's network across the company's sites in England and Wales. Semta representatives have addressed women at both locations and attended an event held at Filton to discuss the idea. Systems engineer, Aoife Ottway, who organised the meeting, said: "It was a fantastic response. We had far more people than we anticipated and gained a lot of volunteers who are willing to help. The next step will be to set up a committee for the Airbus Women's Network and start organising a schedule of events."

Mark Stewart, Human Resources Director and UK Manager, said: "I was really pleased to hear about the establishment of a Women's Network in Airbus in the UK. This network has the full support of Airbus management and is an excellent example of grass root employee engagement."

Semta is ready to support other organisations planning to set up women's networks. "We're planning to host a women's networking conference in the summer that brings together companies from our Women and Work initiative to share our successes and best practice," said Lynn Tomkins, Director of Employer Engagement.

Integrating employment and skills

Semta provided advice and information to delegates at the GovNet Integrating Employment & Skills Conference held at Westminster's QEII Conference Centre in March. The event highlighted the success of Train to Gain in which the government will be investing £1bn during 2010-2011. Kevin Brennan, Minister of State for Further Education, Skills, Apprenticeships and Consumer Affairs, was joined on stage by Chris Scott, the millionth learner to have gained a qualification through the scheme. Chris gained a Level 2 NVQ in Business-Improvement Techniques at the end of January.

Chris Humphries CBE, chief executive of the UK Commission for Employment and Skills, urged employers to make more use of training to move themselves up the "value chain" and create higher skilled jobs.



Semta supported the government's employment and skills conference

Free B-IT training in Scotland

Semta has secured funding from Skills Development Scotland (SDS) to extend B-IT training in a drive to boost Scotland's productivity.

West Lothian College and Kilmarnock College have each been funded to deliver the B-IT Level 2 NVQ in company to 50 candidates at no cost to the employer. This follows support from the Scottish Funding Council's Skills Utilisation Fund to three providers for B-IT delivery to 100 employees.

Semta is leading discussions with SDS on developing a cross-sectoral apprenticeship in B-IT in partnership with fellow sector skills councils. The initiative aims to give employers a competitive edge and contribute to targets for increasing apprentice numbers.

Influencing HE provision

The government's priority for higher education is flexible learning delivered on a part-time basis so that people in work can access it. To support this Semta is working closely with the Open University (OU).

Semta's Higher Skills/Education Manager, John Harris, acts as industrial adviser to the OU's faculty of mathematics, computing and technology to help ensure its provision meets employers' needs. John attends regular review meetings to advise on the content and structure of programmes and reports on industry trends and needs.

His external influence is valuable in securing improvements to the faculty's programmes from industry's perspective. It recently led to changes to the BEng

(Hons) programme by making mathematics and engineering courses mandatory rather than an option. This will not only give employers the higher-level skills and knowledge they look for but could also encourage more professional institutions to accredit this OU programme.

The latest development is discussion between the OU, Semta and the National Skills Academy for Manufacturing on Semta's model of a Foundation Degree in Business-Improvement Techniques.

Big Bang



Semta helped students discover science, engineering and technology at the Big Bang Fair in Manchester in March

Contact details

Contact Semta Customer Service team on: **0845 643 9001** or customerservices@semta.org.uk

For more information on the Semta Group visit: www.semta.org.uk; www.metskill.co.uk; www.nsa-m.co.uk; www.eal.org.uk

One call to Semta can answer your training needs

How to get the right people with the right skills at the right time

It can be hard to find the right training. There's a confusing array of training packages, programmes and providers and sometimes it's hard to cut through the red tape to find qualifications or funding. So how can you find what's right for your business?

If you are in the UK science, engineering or manufacturing business, then Semta can make it simple. We have a one stop shop to support companies to develop skills to improve their competitiveness.

Semta identifies industry needs

- ▶ Semta researches training needs and trends for Aerospace
Automotive
Electrical
Electronics
Marine
Mechanical
Metals
Science and Bioscience
As well as advanced manufacturing and emerging technologies,
- ▶ Develops sector skills agreements bringing all bodies together to plan to meet those needs.

And works with regional and national governments to influence support for strategic skills priorities.

Semta qualifications meet industry needs

- ▶ Semta develops qualifications and apprenticeships on behalf of employers
- ▶ Semta works in partnerships and clusters nationally and regionally to simplify the skills landscape for employers.
- ▶ And Semta acts as the link if you need support from other skills partners.

Semta supports individual companies

- ▶ Semta industry experts support you with a Business 2 Skills assessment of training and development needs against your company's business objectives.
- ▶ Semta can help through a new online service which assesses your needs and points you to quality checked local training suppliers.
- ▶ Semta can access funding including Semta's Train to Gain compact and the Iron and Steel Industry Trust.

The National Skills Academy delivers quality development

- ▶ Semta works with a range of training providers to deliver nationally recognised quality products.
- ▶ Programmes from The National Skills Academy for Manufacturing are designed with employers and use the Learning Engine to provide sustainable, measurable improvement.
- ▶ Programmes include priorities such as Leadership, Technical skills and Business Improvement Techniques (B-IT) which typically results in a 6:1 return on investment.
- ▶ Semta also supports apprenticeships and offers a training management service based on companies' individual needs.



semta

To access these services please contact Semta
Customer Services on **0845 643 9001**,
mail: customerservices@semta.org.uk or visit
www.semta.org.uk
www.nsa-m.co.uk

One Call Skills Service

Call Customer Services on
0845 643 9001

www.semta.org.uk
www.nsa-m.co.uk

Five step guide to getting returns on **skills investment**

The Learning Engine is based on best practice used by training professionals. It consists of five stages which ensure that development is effective for the individual and their company.

The Learning Engine

Step 1

Analyse

Training needs are analysed and prioritised based on business objectives.

Step 2

Prepare

The employer and the individual learner understand that the training programme and outcomes will deliver **real** benefits for everyone.

Step 3

Deliver

The training is delivered in an engaging and informative manner so that it results in greater retention and a better overall result.

Step 4

Follow through

New skills must be put into practice to become sustainable and achieve results.

Step 5

Evaluate

To sustain and continuously improve it is essential to understand how business objectives and individual development needs have been met, what is the return on investment and what can still be improved further.



What funding support is available to UK employers?

Semta is the first Sector Skills Council to have agreed a bespoke funding deal with government in England to tackle skills priorities in its sectors. £100 million has been secured to help employers upskill their employees and improve business performance.

In 2008/09, over 900 companies in England were referred for the funding. 79% of them SMEs; £60 million was allocated to deliver 45,000 qualifications. Semta also advises and assists companies in Scotland, Wales and Northern Ireland to access a wide range of funding and to navigate the sometimes complex skills application processes.

Connecting to the Learning Engine

Semta is introducing a new skills connector service that gives employers the power to identify and address the skills gaps and training required to meet their business objectives.

Identifying the skills required for the business

By completing a web questionnaire an employer can pinpoint the exact skills gaps within their organisation, which means training can be specifically tailored to the needs of that individual company.

This can be done with the support of a Semta advisor, online or at a skills workshop

The Semta Advisor can help with paperwork and identifying appropriate training and available funding.

Choosing a suitable training / funding provider

An employer can then select a training provider from a list of quality assured providers who fit the training needs identified. Where a National Skills Academy provider is chosen, The Learning Engine approach will help ensure return on investment.