

Train to Gain NW Leaders Development Fund

Available to small to medium sized businesses (SMEs), voluntary organisations, social enterprises and schools

The Government has recognised the potential that ambitious and effective leaders have on the economic performance of the UK. This leadership development funding is being made available because good leadership and management is the key to business innovation and growth. As a leader you make a significant contribution to addressing the skills gap by managing wider skills development within your organisation.

The Learning and Skills Council (LSC) service 'Train to Gain' is designed to help businesses get the training they need to succeed. The Train to Gain service aims to help leaders improve their productivity and competitiveness by ensuring their staff have the right skills to do the best job.

The Centre for Assessment & Recognition NW Ltd (CARNW) is working in partnership with the Learning and Skills Council and Train to Gain to offer funding to leaders, in a variety of organisations across the North West region, for leadership and management (L&M) development.

The Training Grant is 'match funding' so any financial contribution you make from the business can be matched with further grant money, to a maximum of £1000.

The NW Leaders Development Fund

Each eligible organisation can benefit from up to £1000 L&M grant.

The first £500 of the grant does not require match funding.

The remaining £500 grant available must be match funded by the employer.

For example, if training costs £1000 you contribute £250 or if the training is £1500 you will have to spend £500.

The Fund Criteria

To qualify for the funding package you **must**:

- Be the leader – MD, Director, Headteacher, Chief Officer/Executive - with direct responsibility for the business and its success.
- Manage a private sector commercial business, voluntary organisation, social enterprise or school.
- Employ between 10 and 249 people.
- Undertake assessment of personal skills/development needs and provide basic business information.
- Formally commit to a Leadership Development Plan, undertake the activity identified and review the impact on you and the business.
- Work with a Specialist Adviser to achieve the activities outlined in your Leadership Development Plan and access appropriate funding.

NB: *If your business has already received funding through Train to Gain Leadership & Management packages, you will not be eligible for further grant support.*

If your business is a subsidiary of a larger organisation or part of a group, a PLC you are excluded from the funding.

The Package of Support

The NW Leaders Development Fund provides a Specialist Adviser who will work with you to:

- Assess your priority development issues and needs
- Agree a personal Leadership Development Plan.
- Support your plan with funding (maximum of £1,000 Training Grant for a £500 contribution).
- Access support to identify the skills needs of your workforce.

The development and learning activity **MUST** enhance your leadership and/or management skills and have a positive impact on the business.

The development activity may be a traditional formal 'programme', course or qualification or a range of development activities such as coaching, mentoring or action learning or purchase of relevant learning resources such as books or CD ROMs. The funding does not include technical training such as IT skills including training on packages for accounts or project management.

The following additional support is available, not directly part of the NW Leaders Development Fund offer, to help with wider workforce development issues:

The Train to Gain Service

The Learning and Skills Council Train to Gain Service provides impartial, independent advice on training to businesses across England. It can help businesses improve their productivity and competitiveness by ensuring that employees have the right skills to do the best job. Train to Gain gives you access to a Skills Broker who will carry out a needs analysis of training within your business and help you assess what skills your business has now and what you will need in the future.

A Skills Broker will contact you within 3 months of your training to ask if you wish to take advantage of this Service.

Find out how Train to Gain can benefit your business by asking to be referred by your Adviser
Email: information@traintogainnw.co.uk **Tel:** 0845 602 0062

The Skills Pledge

This is a voluntary, public commitment by the leadership of a company or organisation to support all its employees to develop their basic skills, including literacy and numeracy, and work towards relevant, valuable qualifications to at least Level 2 (equivalent to 5 good GCSEs). The purpose is to ensure that all staff are skilled, competent and able to make a full contribution to the success of the company/organisation.

The Pledge can be given by the Chief Executive, Chief Operating Officer, owner/manager or other Board member, on behalf of the organisation. It is a corporate commitment covering the whole company/organisation. For those employees who do not already have a full Level 2 qualification, the Government will provide funding to help them gain basic literacy and numeracy skills as well as their first full Level 2 qualification.

The Skills Pledge is open to all employers of all sizes in the private, public and voluntary sectors.

Contact CARNW

The Centre for Assessment & Recognition Group – CARNW Ltd

CA Group are established providers of assessment and consultancy services, working with organisations of any size, from small family run businesses to multi nationals operating across a variety of sectors, supporting the development and delivery of a wide range of quality frameworks and organisational development strategies.

With a team of experienced practitioners they deliver a variety of management and organisational development services including: consultancy, training, Investors in People Advice and Assessments, Charter Mark, BS EN ISO 9001, 14001 Environmental Management System, 18001 Organisational Health and Safety Management Systems, Customer First and LEXCEL.

For more information contact

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