

Information for employers

Supporting learners at work

If your organisation or business is sponsoring a member of staff to study it only makes sense to give that 'employed student' all the support you can to maximise the benefits to both the student and the company.

How do you select the right training?

Business Link - www.businesslink.gov.uk - provides an online service to help identify the right training, to include:

- creating a personal development plan
- evaluating your training
- fitting training to your needs
- setting up in-house training
- finding a suitable training provider.

Train to Gain has skills brokers who can make an impartial skills assessment and advise on suitable training programmes – see www.traintogain.gov.uk or call 08000 155 545.

What sort of support can you usefully give an employed student?

- You could pay for the course and any necessary books or equipment
- Allow flexibility around shifts and work patterns, especially when exams are looming
- Find out what other practical support might help, such as with child care costs
- Where appropriate, give access to professional or technical journals
- Create a mentor role - someone who can follow the student's progress and assignments and make the link between study and work
- Ensure your employee has access to facilities such as computers or labs
- Contribute to groups such as the University Vocational Awards Council (UVAC) – see www.uvac.ac.uk
- Participate in any accreditation process, such as accreditation of prior experiential learning (APEL)

A principal stated in Lord Leitch's Skills Review (2006) was that "vocational skills must be demand led, not centrally planned." And they should "build on existing structures." This means you, the employer, are in the driving seat!

