



Building Stronger Tomorrows: Effective Partnership working with Employers and Training Providers

Introduction:

The world of work is rapidly evolving - just planning to work with Gen Z alone and managing their expectations is going to be a huge change in our working landscape. Alongside this, we are looking at all sorts of developments and advancements that will mean that we need to be supporting our workforce (current and future) to have the skills and knowledge we need to thrive in this environment.

What we know, in our industry (Social Care), is we struggle to find suitable candidates and we also know that when we do find them – brilliant care workers, that they face individual barriers and institutional barriers to successfully accessing learning and development and in turn, then successfully completing it – getting them to do it well, well – that is for a different day.

What I also know as an educator and one who has worked in the learning and skills sector for far too long to comment, that it is really hard working with employers, effectively – ie where we both are able to meet our goals – which we have to say, can be different.

Explain what you do and why you can talk about this, the structure of the company and the Operating businesses in our Group.

Explain structure, but knowing each Operators Strategic Direction, as well as knowing their weekly issues and yearly business plans.

So, I asked, in my unique position – Explain Learning Leads Role– responsible for all training for 4000 staff.

What my employers' thoughts were the key to an effective partnership. I also said, it had to be a 3-word tagline, so they did have some parameters.



They came up with:

- ✓ **Need**
- ✓ **Plan**
- ✓ **Commit**

NEED: Shared Vision: Begin with a clear understanding of the common goals. A shared vision ensures everyone is working towards the same objectives.

NEED: Open Communication: Establish regular channels for communication between all stakeholders. Transparency fosters trust and collaboration.

Example – I know the pressures that the other MDs of each of our sister companies have

I know what we have planned in 6 months in each other's companies. Shared common goal, and shared obstacles and solutions.

PLAN: Flexibility and Adaptability: The world of work is dynamic, so partnerships need to be flexible. Be open to adapting your programs, curriculum, and approaches based on emerging needs and feedback.

Example – One of my objectives is to make sure that we can access the right training for our staff that is also operationally within their budgets. In turn, we have access to a number of funded training that we can use to support a priority sector. AEB, Apprenticeships and Learning Loans are all now available for Agincare to use as part of their learning and development package.

We spoke to the learning leads last Thursday at our learning and development board, on Friday, we have sourced an appropriate qualification, that is slightly deeper than the basic training, for our field care supervisors.

COMMIT: Mutual Respect: Recognise the unique strengths and expertise each partner brings to the table. Value and learn from each other's perspectives.

The employers that we work with also have the same commonalities that all ITPs have with their employers – missed sessions, time for OTJ, compliance paperwork – it's hard. BUT – they have their own expertise that comes from working daily in the field – something we have in common with them as part of the group – we breathe and live Social Care – ENTRENCHED as one of our



external employers said – they chose us because we UNDERSTAND the sector in real time – RIGHT NOW.

I think I would add **Review, measure** and **evaluate** as well - so we reflect and discuss the quality and whether the content and scope meet their needs

Measuring and evaluating progress against our agreed and common goals allows for continuous improvement and ensures the partnership delivers on its promises.

These partnerships are not just desirable, they are **essential**. By working together, we can bridge the gap between the skills demanded by employers and the skills possessed by individuals.