



Grow your business with training Magna's view

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#teammagna

Creating great homes together

Magna Housing

We're proud to be a **community-based housing association** with nearly 9,000 homes for people, mainly in Dorset and Somerset.

We're committed to doing the work we need to become a truly inclusive and welcoming organisation. It's at the heart of our culture, our values, and our customer and colleague experiences.

We're **one team** made up of around 450 individual colleagues. We believe that together **we are magnificent**.



'We are an organisation where talented and ambitious people enjoy rewarding and fulfilling careers in an inspirational environment'

186 different job titles across different departments;

Development

Housing Management

Sheltered & Supported Housing

People (including Learning & Development)

IT

Maintenance Services

Legal Services

Policy Government and Research

Finance

Communication

Asset Management

Building Safety & Compliance

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People Experience

Understanding the skills and capability we need now and in the future

Creating and improving performance, learning and talent activities, experiences, pathways and measures

Design and delivery of a range of learning and development opportunities

Driving engagement, retention and attraction and brand advocacy





Apprenticeship Levy

- As a Levy payer it is essential that we manage our contribution to ensure we don't lose funds we are paying in.
- It's important to understand and promote that Apprenticeship funding is not for the stereotypical apprentices.
- Support the business and apprentices to understand 20% off the job training and the reality behind achieving this.
- Take time to build relationships with providers and the accessibility of newer apprenticeship programmes.
- Take time to appropriately job match role to apprenticeship to ultimately ensure colleague achieves.



Apprenticeships at Magna

- Currently 23 colleagues are on apprenticeship programmes ranging from Level 2 to Level 5.
- Colleagues from all over the business not just entry level roles.
- Utilising the levy enabled us to **save £7718** in 23/24 just by utilising the levy for staff development.
- Risk free learning opportunities.
- Apprenticeship incentives.
- 5% contribution or Levy transfers



Adult Education Budget

Funding

- The Adult Education Budget (AEB) is a fund that has been set up by the government to help support the delivery of education and training to people aged 19 and over.
- Magna has been utilising the funds to upskill and develop colleagues in obtaining Level 2 Certificates.
- 10 individual colleagues have utilised the AEB funds to upskill themselves completing course such as **Level 2 Certificate in Principles of Team Leading**, **Level 2 Certificate in Mental Health Awareness** and **Level 2 Certificate in Lean Organisational Management**.
- The courses have been a great tool to support colleagues apprehensive about returning to learning to re-introduce themselves to the learning environment.
- Enabling us to make savings in our training budgets whilst still delivering on developing our workforce



Adult Education Budget Eligibility

- Must be aged 19 or over (if aged between 19-23, you must already have a minimum Full Level 2 or equivalent qualification)
- Must not have previously completed the course you are wanting to enrol on or another course where the content is similar
- Must not be currently enrolled on any other government funded education programme
- Must have been living in the UK, EU or EEA for the last 3 years
- Must live in England





Green Skills Course

- Recently due to the Local Skills Improvement Fund (LSIF) and Skills Injection Fund we have been able to take advantage of fully funded or heavily subsidised course in construction.
- Offering opportunities to develop our colleagues with future skills.
- Since March 22 we have upskilled all electricians in Domestic, Commercial and Industrial EV Charging.
- We have also upskilled all our Plumbing and Heating Engineers in the Installation & Maintenance of Heat Pump Systems.
- Thanks to the National Energy Action charity we were able to upskill 100 of our customer facing colleagues in Fuel Poverty & Health, Changing Energy Related Behaviour and Intro to Domestic Energy Efficiency to help support our customers.

Engage, retain, upskill and reskill

- Understand the skills and capabilities your organisation needs now and, in the future
- Know the range of learning and development opportunities that are available and accessible through funding
- Building relationships with learning providers and the opportunity to shape the content of future learning
- Understand the experience, pathways and measures of the learner to continuously improve its design and delivery
- Measure the value and impact of learning and development on your organisation's performance

