**Employer**

**Engagement**

**Strategy**

**2018-19**

**Employer Engagement Strategy**

**2020-21**

# Vision

Together Training has been set up to directly to meet the needs of Apprenticeship-Levy paying employers in South West Hertfordshire.

Together Training is a distinctive business resulting from a partnership between Oaklands College and West Herts College. These two high performing colleges are already leading providers of skills to employers in the thriving local economy of Hertfordshire and North London. A governing board has been established to support and challenge leaders and managers. Together Training currently covers the areas of Hertfordshire, Bedfordshire and North London.

# Aim

Our aim is to provide high quality education and training that allows apprentices to reach their potential and employers to access and develop their talent pool.

 Our approach is flexible, agile and learning coaches have up to date industry knowledge to allow apprentices to develop the correct skills needed in the workplace.

 We work closely with employers and other partners, with a wide network of expertise to achieve the best outcomes for employers and apprentices.

 We are committed to careers advice and guidance to allow for a clear pathway for progression and higher qualifications.

# Key Strategic Partnerships

Together Training engages with a wide range of key stakeholders in order to exchange information, share intelligence and formulate ideas, including

* Local Enterprise Partnerships
* Employers
* Local Authorities
* Public sector organisations

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# Guiding Principles

* Together Training will maintain a clear understanding of its target markets and tailor its communications, products and services to meet specific needs.

* Together Training will ensure it maintains a thorough understanding of common factors and trends across the industries and region that it serves.

* Together Training will understand and communicate its services to businesses

* Together Training will meet and manage the expectations of employers, ensuring communications and requests for support are coordinated effectively

* Together Training will promote the benefits of its engagement with employers at all stages of the apprentices’ journey from pre-entry to exit

* Assisted by clear key performance indicators, Together Training will evaluate the effectiveness of its engagement with employers as a core part of in-year quality reviews and end of year self-assessment

**To support the implementation of the strategy Together Training will:**

* Build relationships with local, regional and national groups

* Provide employers with appropriate levels of information to make informed choices about apprenticeships.

* Monitor levels of employer engagement activity and identify where greater employer involvement is needed

* Increase opportunities for Learning coaches to update their knowledge through professional development placements with employers

# Measuring and reporting: the impact of Employer Engagement

The effectiveness of the Together Training’s engagement with employers will be reviewed regularly as part of in-year quality audits and end of year self-assessment.

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For further information, please visit

togethertraining.co.uk

01923 812150

John.McMahon@togethertraining.co.uk