



**Train to Gain Meeting  
17<sup>th</sup> October 2006  
UEA Sportspark, Norwich**

**Questions and responses from the meeting**

Q What happens if employees want to engage in learning but employers don't?  
A Skills brokers are skilled at overcoming objections. Brokers give business case for training.

Q What if employer doesn't want the Train to Gain project but the employees do?  
A It won't be able to happen

Q Is it possible that legislation will be passed to make the employer engage in learning?  
A Unlikely that this will happen. There is a big tele-marketing initiative being launched in January which should have a positive influence on employers

Q What if the employer wants to get involved in training but there is no recognition of the union by the company so they don't involve the union?  
A A Broker would not hold up the training if employer doesn't recognise union as key target for broker is to get learning/training initiatives off the ground.

Q Is the 28% 'other' category flexible? How can public sector get engaged?  
A LSC will be able to give feedback on this by end of this week as LSC is addressing this. Currently 40% of training is targeted at existing businesses and 60% at hard-to-reach ones. If the Train to Gain initiative is successful after 2 years it might expand. There will be a planned approach to identifying key needs in the public sector. Also colleges have targets for Train to Gain activity and have some ring-fenced Type A funding for this

Q What happens if employee is at entry level 1?  
A Can't fund Level 1 NVQ's through Train to Gain but if there is a skills for life need there should be a funding stream available.

Q There is a divide between employer identified training and union identified training. How can this be dealt with?  
A Encouragement from brokers – aiming to meet in the middle

Q How are brokers being trained re unions?  
A Unionlearn is running a training programme for brokers



Q How is employee going to be assessed? What if employer wants to insist on employee doing a course that employee doesn't want to do for fear of not being up to the level required and this becoming apparent to the employer?

A Won't force someone to do a course

Q Can employee get funding for training without employer knowing?

A Yes – provider is key to this issue. Individual Training Plans don't have to be shared with an employer

Q How does the process work? How does it dovetail with what union is doing?

A Suggested all should work to same diagnostic tool, but this was not considered to be a useful approach

Q How much is brokerage service costing LSC?

A £2.5 million in this region (10% of the budget) £25 - £30 million nationally

Q How many brokers are there in the region?

A around 30

Q Is there room for flexibility re time off for learning?

A Yes, but employee time can't be compensated for

Q What are contact details for National Employer Service?

A tbc

Q With large organisations is the approach to go locally or nationally, e.g. Asda?

A There will be a national protocol