



the
apprenticeship
college



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RECRUIT

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**FAST MOVING
CONSUMER GOODS
BETTER PEOPLE, BETTER BUSINESS**

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RECRUIT, RETAIN, REWARD

GETTING AHEAD DURING THE RECRUITMENT CRISIS

Brexit, the strain of a worldwide pandemic driving panic buying and not to mention tax changes and shortages people... suffice to say the logistics and supply chain industry has had its fair share to deal with over the past 18 months.

- In April we saw changes to tax come into play, this has an impact on using agency staff or sub-contractors and has exacerbated existing recruitment challenges in the logistics industry. Recruiting and retaining the right staff is vital to the success of any supply chain.
- There is also the historic skills shortage in the sector with opportunities not aligning to the training and experience of available applicants. In order to overcome this, employers must look to offer opportunities for development and upskilling internally to facilitate the needs of their business. Internal training can also solve the problem of filling more senior positions within.
- Employers are also experiencing the impact that the past 18 months have had on their existing workforce. Furlough, home schooling and lockdown have had an impact on people. Existing staff may be demotivated, exhausted, worried about the future and this impacts productivity and motivation whilst at work. Investing in your workforce by offering training that empowers them to do their job better increases their motivation, means they feel valued and more inclined to stay with you as an employer and benefit the business by upskilling staff.
- 41% of supply chain professionals are unlikely to stay with their current employer in pursuit of better opportunities*. People look for energised environments and a culture where they can build upon their knowledge and skill set, offering relevant apprenticeships can make your business stand out above the rest. Individuals are far more likely to remain loyal to a business that has supported their growth and development.

Apprenticeships provide the ideal opportunity to revitalise staff motivation and an incentive to attract and retain new employees. If you pay over £3million in payroll you will be paying into the apprenticeship levy. If you do not use the funds to train your staff you will lose them.

The Supply Chain programme is ideal for anyone who contributes to a supply chain function. We have a cohort running end of October 2021 with spaces available.

Please email at tilly@quantetgroup.com

HOW APPRENTICESHIPS HAVE BENEFITED MORAN LOGISTICS

Moran Logistics Chief Executive, Mark Burrell, explains why The Apprenticeship College's Supply Chain Leadership Programme has brought multiple benefits to the business.

Before working with us:

Why did your business decide to partner with The Apprenticeship College to deliver training to your staff?

Moran Logistics were looking for a partner to deliver training through the utilisation of our apprenticeship levy. The Apprenticeship College were recommended to us from the Food Service Sector, and after some research they had the right pedigree to commence conversations. Once the team visited, it was clear that we had aligned views on the outcomes we both wanted to achieve from the Supply Chain Leadership programme.

What were your main reasons for selecting The Apprenticeship College?

The team were very knowledgeable about the industry, and we were particularly keen to work with a company that utilised coaches with business experience, and not just an FE background.

What was the driver for training your staff on the Supply Chain programme?

The key driver is to provide our 1st line managers with a wider knowledge of what is required to become a successful leader in a large logistics business. This will support our succession planning and feed into our talent management approach. It is important to us to keep the great staff we have and retain them in our business, investing in their development contributes to this. We also wanted to increase understanding of the entire supply chain across different functions to encourage greater teamwork and consequently improve results.

Experience of using The Apprenticeship College:

What was your experience of getting started with The Apprenticeship College?

The on-site visit to understand Moran Logistics was vital as it allowed us to work together to develop the right programme for the needs of the business. The Apprenticeship College team were very supportive and helped us to understand the financial impact on our levy pot.

Is the training having the impact you desired on the staff enrolled?

Bringing individuals from different departments into a single course has already improved the teamwork between departments and created stronger relationships. Interestingly some delegates have also displayed an increased level of accountability as a result of growing confidence since the programme commenced.

What do you feel our training offers that sets us apart from other providers?

The team are very open in explaining what is expected, and the communication from the dedicated account manager is exactly what is required on a fast-moving business like ours. The quality of the delivery has also received very positive feedback from the delegates.

Results of working with us:

Tell me about the changes/ impact that our training has had on your delegates?

There has been a definite increase in confidence since the programme began. We have also witnessed greater camaraderie as individuals support each other on the programme... This has also now extended to the workplace.

Why would you recommend us to other businesses?

The quality and variety of the delivery, the support in getting started and the ongoing communication all mean that I would have no hesitation in recommending the team at The Apprenticeship College to other logistics organisations.

What would you say to other businesses that are concerned about learning hours and the perceived impact on their business?

All training of people will require some time commitment, however the benefits that soon surface once the programme commenced, far outweighed any of the initial concerns that we originally had. This is the first programme of this type that Moran Logistics have invested in, and we will soon be investigating the next options to further develop our team members.