

## A new wave of support from Smart Training

One of Smart Training and Recruitment's most determined learners, **Craig Rose**, followed his dream of raising enough money to buy **Sea Lion**, a sailing boat customised to allow disabled sailors the freedom to set sail in the Solent. **Follow his amazing journey on page two...**



MORE PICTURES INSIDE!

## CAN YOU HELP US?

**We are looking for companies to offer work experience placements for our learners - investing in young people, investing in your business.**

The work experience will take place in the form of mentoring and shadowing, gaining valuable skills and experience that learners may use in their career progression, and to put on their CV for future prospective employers.

If you can help please contact **0330 088 0888** (local rate) or email **info@smarttar.co.uk**

## New website coming soon!



Smart will soon be launching a brand new website, packed with useful features and information in a fresh, new design. It's your site, so take a look when the site goes live in early 2012, and let us know what you think!

# Sea Lion launch is a roaring success... (CONTINUED FROM PAGE ONE)

**Spurred on by a desire for freedom and independence following a disabling stroke, Craig Rose set out with the help of friend, and members of the Lions Club of Sandown and Shanklin, to raise funds for the vessel.**

His personal physician set up adult and youth sailing training programmes at Shanklin Sailing Club after he managed to get commercial sponsorship match funded by the National Lottery. Dr. Giles explained:

**“Craig approached the Lions Club who were obviously impressed by his infectious enthusiasm and agreed to try and raise the money for him which eventually led us to where we are today.”**

Fundraising activities included £1 donations in exchange for a bear hug from Craig and the highly successful evening organised by Smart Training and Recruitment which included quiz’s and a delicious buffet prepared by Craig (who is working towards achieving his Apprenticeship qualification in Professional Cookery Level 2) and Ashleigh Harris, his

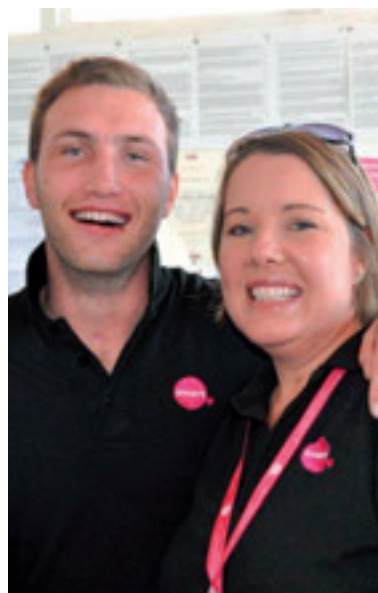
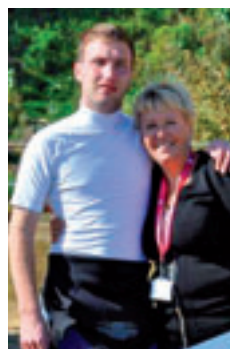
Training Advisor, for 60 people. This was followed by an exceptional auction, and the donation of a percentage of bar takings at the Sands Hotel, kindly donated by Lee and Shauna Morey. The generosity of spirit of those who made donations and contributed towards the evening was rewarded with a total of £2400 raised on the night, with further events eventually raising the £8.5K target.

On Saturday 15th October Craig Rose took delivery of his specially adapted Trimaran. The Lions Club, Smart Training and guests were there on Shanklin Beach to see the boat blessed and launched. Craig was overwhelmed at the response and how everyone has supported him to raise the funds and is enjoying every minute he spends on water.



“It was great fun, the boat handles well and I think it will handle really well in windy conditions too. I would like to thank everyone who helped make it possible.”

CRAIG ROSE



TOP CENTRE: CRAIG AND JAN HOPKINSON, MD OF SMART TRAINING AND RECRUITMENT.

FAR LEFT: THE SMART TEAM.

LEFT: CRAIG ROSE WITH ASHLEIGH HARRIS, HIS TRAINING ADVISOR.

# Smart gains National Award!

We are delighted to announce that we have been accredited with the nationally recognised quality mark for organisations which provide support to individuals to make learning and work more accessible - **the MATRIX Standard.**

After a 5 day assessment the Assessor found that Smart continues to provide a quality service to its employees, learners and employers in the provision of information, advice and guidance (IAG). Extracts from the report read:



**An internal partner commented:** "There is a high level of trust and mutual respect at Smart. I have been working with them for two years and have seen them change and grow. They open up opportunities and make it easy for their employees to access CPD. I think their communication with staff is very good."

Smart have continued to work in partnership with employers and learners to help enrich lives by releasing an individual's true potential. Learners are offered the opportunity to gain accredited vocational qualifications with support from their team of Training Assessors.

Smart provides staff training to meet the employer's specific requirements, often giving free consultancy to businesses on a range of areas so that together they can develop a confident and skilled workforce. Smart can offer bespoke training often delivered in the workplace as well as a free recruitment service when an employer is able to offer an Apprenticeship place.

Employers feel that Smart understand their business needs and add value.

**One Managing Director commented:** "I use them as a strategic partner, it's an alliance and we're both committed to training. They take a pride in shaping people and developing them. They're responsive to us and I think it's helpful to have an external view. Our Assessor is part of the fold and we like to attend their events."

**A manager also commented:** "They support us in our NVQs and they have seen us grow as a business. They understand our people and how we work. They talk and show the talk. **We speak to them about new ideas and I think we both have similar values. I'd be very happy to recommend them to other businesses. They are very proactive and understand what we want from an Apprentice. I think one of their biggest strengths is their communication and their responsiveness.**"

## New home for Smart Head Office

**The Isle of Wight Team and Directors have recently moved to larger premises in order to expand the Foundation Learning Programme beyond the confines of their old address.**

Jan Hopkinson, Managing Director said "I am thrilled that the Foundation Learning Programme is such a huge success, we have a list of young unemployed people waiting to join this programme. The move to our new premises has enabled us to create a specially adapted centre to include an IT Suite, Training Rooms and Kitchen and will give many young people the opportunity of gaining valuable skills in order for them to progress into full time employment."



## LEGAL UPDATE NATIONAL MINIMUM WAGE IMPORTANT INFORMATION

From 1st October 2011 a National Minimum Wage (NMW) for apprentices has been introduced for young people aged 16-18 and those aged over 19 in the first year of their Apprenticeship. The new minimum rate is £2.60 per hour from 1st October 2011 .

The new apprentice NMW applies to time working plus time spent training as this is also part of the Apprenticeship.

Anyone not covered in the category above will be entitled to the NMW appropriate to their age.

# Small Employer incentive to employ an Apprentice

On 16th November 2011, the Government announced a new incentive to encourage thousands of small firms that don't currently employ apprentices to take on a young apprentice aged 16 to 24. This will support up to 40,000 new Apprenticeships.

The incentive is for employers with up to 50 (and in some cases up to 250) employees and comprises a payment of £1,500 payable in two stages. It will be available to small firms in all industries and for Apprenticeships at all levels from April 2012.

Details of how the new incentive will be administered and when employers will be able to express formal interest in it are currently being developed and will be announced as soon as possible.

The incentive is part of a wider £1 billion package of support to encourage small businesses to employ young people.

## EMPLOYER SUBSIDY TO EMPLOY A JOBLESS YOUNG PERSON

From April 2012, an incentive of £2,275 will be available for small employers who employ a jobless 18-24 year old for a period of 6 months. The subsidy will support work and training placements.

Government aims to subsidise work placements and training for up to 160,000 young jobless over a 3 year period.

## LINKS BETWEEN THE INCENTIVE AND SUBSIDY

We will work with Job Centre Plus to ensure that the two schemes complement each other.

The Apprenticeship incentive focuses on enabling small employers to recruit new employees aged 16-24 into sustainable jobs that provide the opportunity for the young person to achieve a nationally recognised qualification.

The work placement subsidy outlined to date covers a 6 month work placement with supporting training for 18-24 year olds.

**As soon as we receive more details about accessing the grant it will appear on our website [www.smarttar.co.uk](http://www.smarttar.co.uk)**



# SURVEY RESULTS (OCTOBER)

**We recently carried out a survey with our Employers and Learners to assess the quality of our service, and we thank everyone who took the time to take part.**

## A snapshot of the findings are:

Q. How did you find out about Smart?

A. Employers word of mouth 40.7%  
Contact by Smart 49.1%  
Learners word of mouth 70.6%

Q. Has motivation and commitment from your staff been maintained or improved?

A. Yes - 95.7%

## COMMENTS FROM EMPLOYERS:

"It has improved staff knowledge."

"I have better trained staff."

"I have low staff turnover."

"Has improved confidence and staff morale."

"Happier more motivated staff and an added benefit to the business regarding customer service."

## COMMENTS FROM LEARNERS:

"I feel very comfortable and safe, I was not expecting so much help and I am happy."

"My assessor is great to work with, very helpful and friendly and helps me to understand things clearly. I'm looking forward to progressing further with my NVQ and would certainly recommend it to others!"

Q. What could Smart improve?

A. Better resources, website, more visits, less paperwork, providing sweets and biscuits!"

**We are currently looking at any improvements we can make - not sure about the sweets and biscuits though!**

## DIRECTORS OF SMART LAUNCH OUR VERY OWN CHARITY



**Smart United has been set-up to enhance the community and charitable events that we involve ourselves in across the country, and to assist disadvantaged learners in ensuring they can remain engaged in training and employment.**

The charity will be administrated by Smart Training and Recruitment without charge. STR has deposited an initial £5,000 into the Smart United account.

STR has also agreed to deposit up to a further £1,000 a month and charitable activities already undertaken, or attended, have added to these funds already.

**If you feel you would like to be involved or contribute please contact [christopher.saunders@smarttar.co.uk](mailto:christopher.saunders@smarttar.co.uk), call 0330 088 0888 (local call rate number) or DDN (01983) 475005.**



Call us now on  
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or visit [www.smarttar.co.uk](http://www.smarttar.co.uk)