January is traditionally the time for new opportunities and challenges, with career improvements often featured in plans for the year ahead. A new survey conducted on behalf of the Learning and Skills Council (LSC) has found that we’re a nation with long term ambition rather than a quick fix attitude, with people choosing to improve their jobs rather than apply for new ones.

The survey reveals good news for employers, as more than half (54 per cent) of respondents said they would rather improve their current role compared to just 16 per cent preferring to start afresh. Despite this, less than half (40 per cent) of those surveyed were likely to ask their employers for training to help develop their roles.

Findings reveal 46 per cent of employees surveyed said training would make them more likely to stay with the company. An earlier report by the Department for Education and Skills, now the Department for Innovation, Universities and Skills (DIUS) suggests employers are overlooking the benefits that training can bring to staff retention, which found that less than one per cent of employers would increase training to encourage staff retention or morale.¹

Of those who did train their staff, 4 in 10 employers reported an increase in staff retention.² This is also reflected in employees’ views of work based training, as 45 per cent of employees surveyed would feel more valued, and 46 per cent more motivated if their organisation invested in their skills.

Jaine Clarke, Director of Skills for Employers at the Learning and Skills Council comments: “This research reveals a clear need for employers to change their attitude to training if they are to reduce staff turnover and boost morale. This is now easier than ever before thanks to our Train to Gain Service, which offers independent, impartial advice at no cost to the employer.

“We would also encourage employees to take their future into their own hands and ask their employers about training before taking the step of finding a new job.”

Train to Gain helps businesses get the training they need to succeed, with high quality advice from a skills broker and flexible and responsive training to enable employers to identify and

¹ Workforce Training in England 2006, figure 8.5
² Workforce Training in England 2006, table 8.5

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then meet their skills needs. The government announced a doubling of funding in November 2007 as part of over £11 billion a year invested in education, employment and training, with more funding available for a broader range of skills.

To date, over 65,000 employers have benefited from the service, and almost 320,000 employees have started training for a new qualification since the service was launched nationally in August 2006.

Simon Robinson, managing director of Simon and Simon International Ltd comments: “Going through the Train to Gain service has been a very good experience for our company. The business benefits are undeniable and we’ve seen our staff retention improve as a direct result of the investment in training.

“The course has contributed greatly to staff personal and professional development. In addition, the company has generated multiple leads and opened up many new business opportunities.”

Sonsoles Gonzales, Account Director at Simon and Simon International Ltd, received Macromedia DreamWeaver 4 (web) training and is convinced of the benefits: “When my boss offered me training with a qualification at the end of it I was delighted. It made me feel both more motivated and more valued. My employer knows that he can get the best from me and I can see my future firmly with the company.”

To find out more about how training can benefit business, visit traintogain.gov.uk or call 0800 015 55 45.

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Notes to Editors
Interviews, case studies and photography available on request.

Research conducted by The Survey Shop on behalf of the LSC, of 1,000 adults in employment in England. Telephone interviews were conducted in December 2007.


Train to Gain:  
Train to Gain is a service from the Learning and Skills Council, helping businesses get the training they need to succeed. An important element of the Train to Gain Service is skills brokerage that offers free impartial advice, and helps find the best training solution from high quality and responsive training providers to meet business needs.

Train to Gain is important because skills shortages continue to have a negative impact on UK productivity and competitiveness in the face of fast-growing economies. Train to Gain aims to encourage all businesses and individuals to value and realise the benefits that learning and skills can bring and to invest appropriately. It is expected that by the end of 2010, over 500,000 learners will have achieved a first full Level 2 qualification through Train to Gain.
To find out more about how Train to Gain can help, employers should call 0800 015 55 45 or visit traintogain.gov.uk. Alternatively, individuals and employers can access the information they need on skills via a dedicated phone line and website. The phone number is 0800 011 30 30 or website: lsc.gov.uk/inourhands

Learning and Skills Council:
The LSC exists to make England better skilled and more competitive. It is responsible for ensuring the availability of high-quality education and training for everyone. It has a single goal: to improve the skills of England’s young people and adults to world class standards. Its vision is that young people and adults in England have knowledge and skills matching the best in the world and are part of a truly competitive workforce. It works nationally, regionally and locally to deliver this ambition on behalf of learners and employers.

Media Enquiries

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