

PeoplePlus Employers Guide

Recruiting, developing and
retaining your employees and
driving your business



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SOCIAL RECRUITMENT FRAMEWORK



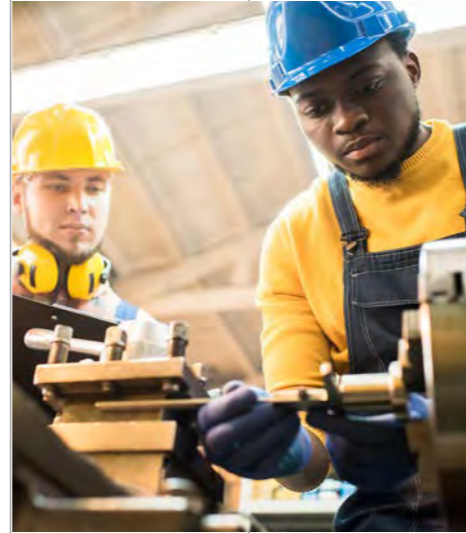
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Why PeoplePlus

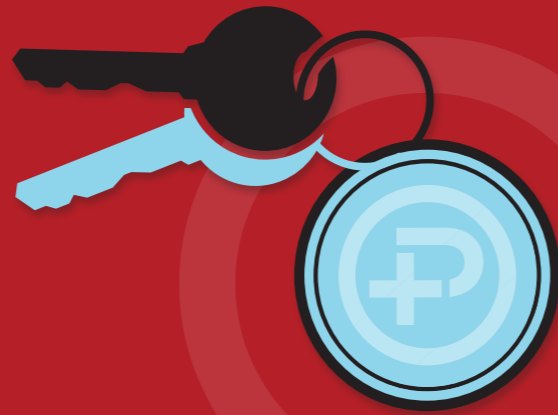
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Helping people to transform their lives, get jobs, keep jobs and develop their careers.



Our Trademarks



True North
We are the best version of ourselves, all the time, in everything we do.



Own It
We own it till it is fixed or finished.



Improve to be the best
We never accept second best.

Staffline

Part of The Staffline Group Plc and the largest Recruitment Training provider in the UK



The **LARGEST** provider of Skills Support for the Unemployed and Adult Education Budget Funded training

460,000

Supported over people back into work

Established managed service partnerships with some of the UK's major corporates

Delivery spans across



England, Scotland, Wales and Northern Ireland

1,700

Supported over employers through our employability and skills offerings

Overview of PeoplePlus



Making a direct difference to the lives of 1 million people by 2022

OFSTED
Grade 2 (Good) provider

Committed to Quality
(GOLD Status)

Disability Confident Employer - Level 3

Best Companies - One Star Accredited



Who we work with



Social Recruitment Framework

“

PeoplePlus are fantastic at pulling together numerous training providers to build up a network across the UK, to find workers for our many sites.”

Employer on the SRF network



The Social Recruitment Framework (SRF)

As a result of Covid-19, many industries in the UK have been acutely and negatively impacted by the sharp decrease in demand for certain products and services and the economy pivot from record high levels of employment to unprecedented low levels of employment within a very short time frame.

Employers often find it challenging to navigate the availability of funded training and recruitment support. This is due to the diverse range of training providers who have different capabilities such as subject areas, geographical areas, funding timescales and eligibility requirements. These complexities make it challenging to find a simple way to match employers, training providers and job seekers at a local, regional and national level.

Creating equitable, sustainable employment calls for more than just tailored skills training and support. It requires an approach which understands the needs of job seekers and combines this with developing their skills and aptitudes aligned to actual job roles and opportunities. This is why there is a need for a system which tracks employer need and matches it to training requirements.

What is the SRF?

The SRF has been built to tackle the large-scale employment need and fragmented training base locally, regionally and nationally. It features a unique link between employers and training providers that affords the long-missing intelligence needed for better, more tailored training.

The SRF works strategically with employers to understand recruitment profiles, and identify employability training best placed to prepare people for these vacancies. Taking into consideration funding availability, training specialisms, geographical reach, training quality and capacity to deliver, the SRF intelligently matches the vacancies with its network of local, regional and national training providers. Training providers attract and train candidates towards these vacancies with guaranteed interviews and the ultimate aim of job offers and sustained employment.

Linking Training to Jobs - Enabling the Future of Work

Solving Recruitment Challenges

The SRF provides a route for employers to tap into the circa £10bn UK skills and employability funding.

The SRF partnership team work with employers to navigate the complexities of employability and skills training to help them access individuals seeking work, and requiring support to prepare for it.

The SRF helps employers who want to make a positive impact on society as a core part of their business, and supports them to access those from disadvantaged groups such as unemployed, NEETS, youth unemployed, carers and ex-offenders to name a few.



Our relationship and partnership with PeoplePlus has gone from strength to strength and we have been able to offer job opportunities to 100's of learners with the country's leading employers thanks to the SRF.

Training Provider on the SRF Network



01

Employer interest in SRF



02

SRF confirms details with employer & obtains role information



03

SRF introduction to understand Employer needs



04

Employer identifies forecasted vacancies and locations and works with the SRF to select training required



05

SRF identifies suitable training provider/s from the network



06

Vacancy forecast shared with network training providers



07

SRF confirms course start dates with employer aligned to interview dates and job start dates



08

Training provider begins candidate attraction



09

SRF updates employer on candidate attraction progress and course confirmed



10

Course starts



11

SRF updates employer on candidate attendance



12

Work placement commences (if applicable)



13

Interviews scheduled with employer prior to course completion



16

Candidate progression feedback & experience



15

Employment commences



14

Employer confirms interview outcome feedback to SRF including start date





The SRF supports employers with single point, co-ordinated access to some of the UK's best local, regional and national employability and skills training providers.



Job seekers chances of achieving **sustained employment** are increased



Training providers have the surety that they are providing the **'right' support for their learners**



Employers have access to and can recruit **pre-trained candidates**



Funding bodies are guaranteed that **'skills support'** efforts are optimised

A win-win-win-win-win situation

- **Win 1.** To get paid by the government, skills and training providers need to position someone successfully in work.
- **Wins 2 and 3.** Positioning someone successfully in work is also the goal for both employee and employer.
- **Win 4.** The right people in the right jobs strengthens key industry sectors critical to regional inclusive growth strategies.
- **Win 5.** Successful, sustained inclusive growth regionally adds up to success nationally.

LearningPlus

LearningPlus is PeoplePlus' online learning platform, boasting over 350 courses. It provides bite-sized online learning solutions for businesses, individuals and training providers, with courses that can be delivered online at any time or place.

As a market-leading training solution LearningPlus is able to offer a comprehensive choice of accredited, compliance and personal development courses designed to deliver time and cost-efficient training programmes. Topics can be handpicked to suit an individual's development needs or to comply with mandatory training that an employer needs an individual to carry out. Funding is also available to employers for these courses.



Over
350 courses



Delivered circa
90,000 e-learning courses



Facilitated **over 150,000 group learning**, keypad response courses, and literacy assessments



Supported over 170 businesses

“

LearningPlus is able to offer such a wide variety of choice as we have aggregated the best in class qualifications and learning from a number of awarding bodies such as CIEH and ROSPA, drawing on our many years of experience in the marketplace.





LearningPlus also provides a uniquely aggregated set of content to help people prepare and move into work, as well as progressing within multiple sectors.

Courses cover:

- Transport and Logistics
- Sales and Business Development
- Manufacturing and Engineering
- Health and Safety
- Digital Skills and Safety
- Compliance
- Health and Social Care
- Customer Service
- Construction
- Food and Drink
- Management
- Self-employment



Easy to Choose

We have put together a series of 'bundled courses' that are categorised by interest and length. Employers can financially benefit from buying courses in a bundle. Furthermore, LearningPlus is also able to offer courses that are funded through the Adult Education funding budget, meaning little or no cost to an employer.

Compliance is never an issue

We can assure businesses that their workforce will be equipped with the right knowledge and skills to ensure that non-compliance is never an issue.

Our experience ensures the courses are up to date with industry standards, engaging, relevant and delivered in a user friendly way. Customers can have access to this fantastic resource at the tap of a button!

Easy to use and excellent value for money

We offer all our customers a tailored and personalised service to ensure that we are offering the best possible user experience. The courses can be done on a variety of devices (including tablet and PC), the system is easy to use, and the courses are competitively priced to ensure excellent value for money.

Learner Management System

As well as a great range of courses, we are also able to offer businesses a Learner Management System (LMS) which enables businesses to manage all of their training records, site procedures, E-learning and external training records in one place.

Visit our **LearningPlus** website – www.learningplus.co.uk

Kickstart

The Kickstart Scheme provides funding to employers to create job placements for 16 to 24 year olds on Universal Credit.

The Government has committed at least £2.1bn, to fund the direct creation of fully subsidised high-quality jobs/work placements lasting 6 months from Autumn 2020 for 16- 24-year olds.

About the Scheme

The aim is to support those young people at risk of long-term unemployment to search for long-term work and career opportunities by providing work experience and training to develop an individual's employability skills. Some of these individuals may already have been out of work for significant lengths of time or may be waiting for an opportunity to secure their very first role. It's important to consider the background of some KickStart applicants and ensure engagement, onboarding and induction sets them up for success. The KickStart scheme provides a £1,500 setup grant per placement to help you offer the training and support required.



Work placements
lasting 6 months



16-24
year olds



High-quality jobs/
work placements
lasting 6 months

“

A key element of the Kickstart programme is to develop people's employability and personal development skills. PeoplePlus has a demonstrable track record in delivering training that encompasses both of these requirements, along with access to additional funding to further develop a young person as part of their 6 month journey.

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PeoplePlus Employers Handbook

How PeoplePlus can help

PeoplePlus can support employers with their KickStart journey in the following ways:

01. Support with your application

02. Access to additional funding - Outside of the KickStart funding PeoplePlus can provide nationally recognised employability and sector specific training and qualifications for your KickStart employees

03. A dedicated KickStart Coach to work with your KickStart employees, supporting them on their journey. Your coach will host events such as Wellbeing webinars, provide mentor support and additional learning suggestions and advice.

04. Over 350 online courses to choose from all tailored to your KickStart employees and can be delivered at a time, place of your and the learners choice

05. Focus on Wellbeing - Dedicated monthly Wellbeing Webinars for all PeoplePlus KickStart employees focusing on Healthy Pocket, Health Mind, Healthy You and Healthy Work



07. Data Intelligence - We can track progress and record training for compliance and audit purposes and offer meaningful data and intelligence.

06. Skillzminer - Virtual Coach - An engaging AI online coach your KickStart employees can access 24/7 on any device. This coach tracks progress from beginning to end and suggests interventions that are tailored to an individual.

Access to Funding and other ways to develop the workforce



PeoplePlus can also offer a range of funded solutions for employers who are looking to up-skill their workforce, take on new employees, offer training to colleagues at risk of redundancy or on furlough, plus a suite of cost effective online training packages.

Here are just some of the solutions:

Sector Based Work Academy Programmes (SWAP)

Three main components make up the SWAP and can (but does not have to) last up to 6 weeks:

01

Pre-employment training - matched to the needs of your business sector.

02

Work experience placement - or in Covid-19 times virtual introductions to your organisation.

03

A guaranteed job interview or help with an employer's recruitment process

A SWAP is available for job seekers aged 18 upwards.

Participants remain on benefits while on a SWAP placement. The government will pay any travel and childcare costs whilst benefit claimants are on the scheme. There is no direct cost to an employer for running a SWAP and many companies use this as a way of supporting those from disadvantaged backgrounds as training and administration costs are covered by PeoplePlus government funding.



Aged 18
and onwards



Pre-employment
training



Guaranteed **Job**
Interview

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PeoplePlus Employers Handbook

Funded Training for Employees

We have funded courses available to support and develop colleagues – all delivered remotely and conveniently for your business.

Our courses give individuals the freedom to study what, when and how it suits them best. And for free. Learning can be undertaken in their own time and can be done at a pace suitable for each learner.

Funded Training for those in Receipt of a Low Wage

To support low wage workers to progress in their career, funding is available up to and including level 2 for those who earn less than £17,004.00 or £18,135 (dependent on geography) annual gross salary.

PeoplePlus offers an extensive suite of qualifications that an employer's work force could benefit from:

- Security
- IT and Digital Skills
- Customer Service
- Cleaning
- Business Administration
- Retail and Wholesale
- Health & Care
- Personal Development
- ... plus many more

As part of the legal entitlement all adult learners are eligible to be fully funded for the following qualifications regardless of salary:

- English and maths, up to and including level 2, for individuals aged 19 and over, who have not previously attained a GCSE grade 4 (C), or higher
- First full qualification at level 2 or 3 for individuals aged 19 to 23

So an employer is able to offer this training to any employee needing it, at no cost to themselves.



We already work with hundreds of employers to recruit, develop and retain their workforce.

Get in touch with us today to find out what we can do for you!

Traineeships



£1,000 per
trainee incentive

The perfect way to inject young talent into your business - fully funded by the government with a £1,000 per trainee incentive.

Traineeships are for young people aged 19-24 to give them the opportunity to gain the skills they need to start a new career. Typically lasting between 6 weeks and 12 months, traineeships focus on developing vital employability skills, alongside additional English, maths and digital skills, combined with a

**work placement
lasting a minimum
of 70 hours.**



Fully funded by
the Government

Business Benefits

Traineeships are a great way for businesses to bring young talent into their business on a work-placement basis and shape a talented potential long term employee or apprentice. The placement can be anything from a minimum of 70 hours to a longer 6 month placement. This gives employers the flexibility to either offer short, sharp 'taster' work placements to multiple young people, or to take someone on for a longer period of time. Either way, the Traineeship allows a young person to focus on their development by combining work place experience with skills training. A longer work placement gives employers more opportunity to develop the young person with a view to taking them on as a KickStart placement, and apprentice or a full-time employee.



Work placement
lasting a minimum of
70 hours



PeoplePlus can offer
Traineeships in the **West
and East Midlands, the
North East and Yorkshire
& Humber only**



An employer does not have to pay anything for the traineeship as it is fully funded by the Government.

For every trainee a business takes on, the government will also give a £1,000 incentive per trainee for up to 10 trainees. This could be spent on travel expenses, lunch or further training and development for the young person. As the young person is not paid on their traineeship, it is a great opportunity to give something back to them through development and training.

Working with trainees will also allow established members of staff the chance to develop their skills in mentoring and coaching young people.

Bespoke to each Employer

As the leading provider of skills support in the UK, PeoplePlus can work with employers to develop bespoke traineeships that are **contextualised to each employer**, ensuring that the training element of the traineeship is fit for purpose. For example, an initial pre-employment training course (before work placement starts) can be contextualised to your business, so the trainee would have an excellent under-pinning of the company before starting their placement.

We can also offer training interventions throughout a longer work placement that include short online learning bites, essential compliance qualifications such as Health & Safety, along with key employability training.

Progression

Offering someone a Traineeship placement is an ideal way to help them take the first step on their career journey. After a successful placement, an employer could offer the young person a 6 month KickStart placement, followed by an apprenticeship or full-time employment. Being able to develop key attributes and behaviours of an individual early on in their career is an excellent way to ensure workforce retention and development.

To find out more visit www.peopleplus.co.uk/traineeships-employers

Wellbeing

PeoplePlus Wellbeing can help you to retain and nurture your number one asset, **your People!**

We develop a tailored approach to improving the health and wellbeing of your colleagues, underpinned by evidence-based theory and practice.

We know how important health and wellbeing is in the workplace, with 1 in 6 people experiencing a mental health issue at work. By pulling on our leading practitioners from across the UK, who are the best in their field, we are in a strong position to deliver the right solution for you.



We begin with three simple principles*



01

Being gainfully employed has an extremely **positive effect on people's health.**



02

Workplace solutions can be the difference between thriving and deteriorating to the **33% of people in work who have a long-term condition.**



03

Work which is inherently dangerous, or is badly designed or managed, is likely to have a detrimental effect on the **health of the workforce resulting in considerable costs to employers.**

*Source of information - Public Health England, 2016

What We Offer:

We can deliver a variety of short awareness webinars, which can help you reach hundreds of employees at once, as well as offering highly interactive tailored online training sessions for smaller groups to maximise engagement and provide a rich learning experience.

Recognising and Embedding Wellbeing

Choose from short, easily repeated wellbeing surveys, or in-depth focus groups with detailed analysis.

Handling Stressful and Traumatic Calls

These sessions will teach your managers and individuals practical techniques for handling traumatic calls, managing emotional trauma and how to support their teams and colleagues.

Mental Health

- **Mass Audience Awareness** - Exploring concepts of mental health, how to talk about it and how to help a colleague in distress.
- **Mental Health First Responder** - Spotting the signs of mental distress and providing first line support to colleagues in distress.
- **Wellbeing for Managers** - Giving managers the knowledge and confidence to spot issues, have HR compliant conversations and support colleagues.

Change and Resilience

Virtual classrooms for employees and managers providing tools and insight on how to build resilience for individuals and teams. 1-2-1 coaching sessions to help individuals make concrete plans to build their resilience.

Lifestyle Improvements

From group webinars to 1-2-1 coaching sessions, individuals will explore what they want in wellbeing and how to achieve it, whether it is physical wellbeing, healthy living or striving for more positive thinking.



Our wellbeing solutions have been carefully designed by our team of experts and can be delivered remotely via state-of-the-art virtual classrooms and online sessions.



Find Out More

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