

IT company bucks the trend

Despite the recession, a leading IT company has been investing in the next generation of local employment talent, with the help of Central Sussex College.

Damovo UK, based in Horsham, has increased its workforce by 45 since late 2008. Building on that momentum, Damovo launched an apprenticeship scheme in partnership with Central Sussex College, offering students the chance to be part of the rapidly developing and dynamic world of information communication technology.

Damovo has a well-established local heritage, having previously occupied large offices in Burgess Hill as part of telecoms giant Ericsson. With a UK workforce of nearly 300 staff and a further 900 employed at other Damovo offices across Europe and Latin America, the company is at the forefront of communications technology, with current customers including Transport for London (TfL), The Bank of England and British Airports Authority (BAA).

To support its continued growth, an apprenticeship scheme was introduced for those looking for a career in IT and Telecoms. Qualifications are achieved through a combination of formal study and on-the-job training, and the apprentices are being supported throughout the

scheme by Central Sussex College, the largest college provider of apprenticeships in the South East.

The company ran an Apprenticeship Assessment Centre at the College's Crawley campus in July, which it used to put 21 potential candidates through a range of aptitude tests, team exercises and interviews.

Emma Wood, Human Resources Officer at Damovo UK said: "This was a very successful day and Damovo were pleased to offer six candidates positions as a result of it. Central Sussex College supported us throughout the process, and the use of the College's facilities and the help of Lizzie Powell, Job Shop Liaison Officer at Central Sussex College, were essential to its success."

Damovo has a long history of investing in apprenticeships with many of its current employees graduates of the scheme. Damovo's managing director, Paul Butcher, is personally driving the current apprenticeship initiative: "In today's economic climate it is all too easy for companies to only think of the here and now. We strongly believe in investing in new people, giving them the opportunity to develop their skills and be a part of Damovo's future success."

To find out how the College's Job Shop can assist your business in finding the right candidates for apprenticeships call 0845 155 0043 (press 4).

In the construction industry?

Did you know that you could benefit from over £9,000 worth of training for free if you take on an apprentice (dependent on the age of the apprentice)?

Or that you could qualify for £1,000 if you employ someone from the unemployment register?

Call us today on 0845 155 0043 (press 4) for more details on this and other opportunities to fund your staff development or workforce.

Automotive training

Central Sussex College is the college of choice for a major motor vehicle manufacturer - why not make it yours?

For a copy of a leaflet detailing short courses for professional development in the automotive industry, call 0845 155 0043 (press 4).



Carer set for further WorldSkills action

Following her success in the WorldSkills UK regional heats in June, a Central Sussex College student has been selected from all the regional Care winners to compete in the next stage of the prestigious competition.



Fiona Paddock, 21, from Horsham, impressed the judges with her reaction to a role-play situation, set to prove the competencies of the competitors in the first Care event to take place in the WorldSkills series of competitions. The day-long event also tested the

candidates' written knowledge of various other care-based situations.

WorldSkills sees young people from around the world competing in more than 40 disciplines from engineering to catering and gives them a chance to showcase their abilities, with the best going on to compete in a WorldSkills Olympics.

The regional heat was organised by Clare Wallace, Director of Health and Community Learning at Central Sussex College. Clare said of Fiona's success: "Who knows what Fiona may now go on to achieve? This is the first time ever that Care has been included in the WorldSkills series. We are very proud of Clare's achievement and wish her all the best for the next stage."

An evening of celebration took place on 30th June at Sandown Racecourse, recognising the achievements of the competitors from all the regional heats, including both the Care and CAD (Computer Aided Design) heats held at Central Sussex College.

For more information about WorldSkills UK competitions visit www.worldskillsuk.org or call 0800 612 0742.

Celebrating the best in business

Central Sussex College is delighted to be supporting the Gatwick Diamond Business Awards in 2010 by sponsoring the Award for Commitment to Skills and Developing People, for the second year in succession.

The Awards have become a highlight of the Gatwick Diamond's winter calendar, and are a chance to recognise the excellence of people and organisations operating within this key economic area.

Russell Strutt, Principal of Central Sussex College, said of the College's involvement with the awards: "Central Sussex College is at the forefront of providing responsive and flexible skills training in the Gatwick Diamond area and is therefore proud to be sponsoring



the Commitment to Skills and Developing People Award once again."

The black tie awards ceremony will take place on 4th March 2010 at the Hilton London Gatwick, with a pre-dinner reception sponsored by the Gatwick Diamond Initiative.

Awards include Employer of the Year, Green Award for Energy and Young Entrepreneur of the Year,

and the deadline for entries is 30th November. For more details visit www.gatwickdiamondbusinessawards.com

employerlink

Autumn 2009

www.centralsussex.ac.uk/employers

College awarded Training Quality Standard

TRAINING QUALITY STANDARD

Central Sussex College has been awarded the Training Quality Standard - the highest training accolade possible - in recognition of its work with employers.

Central Sussex College joins a prestigious list of national companies including BMW, British Gas, Rolls Royce and the FA Premier League, all of which have been awarded the Standard for their own in-house training, as well as a growing number of colleges and private training providers nationally.

Marie Harris, Director of Employer Services at the College said: "Employers coming to us for training can be confident that we will assess and respond to their needs appropriately and work with them to find flexible solutions to their training needs. In challenging economic times, the College is ideally placed to assist businesses of all sizes to maximise their potential."

For more information on the Training Quality Standard, or to see how Central Sussex College can support your business, call 0845 155 0043 (press 4) or visit www.centralsussex.ac.uk/employers.

The Standard identifies those training organisations best equipped to ensure that training is both flexible, and approached in a manner that allows return on investment to be assessed. The Training Quality Standard highlights high quality, high impact training. It also recognises those colleges and training providers that put employers' needs at the heart of what they do, and is awarded only to the very best organisations.



Vacancies to fill?

Our Jobshop team can smooth the recruitment process for you and provide access to a pool of enthusiastic and talented young people from the local area, and further afield through the national vacancy matching service.

Call 0845 155 0043 (press 4)



At your service

Training solutions for your business

bright futures
start at Central Sussex College

Want to improve your skills and knowledge, or enhance your career prospects

We've got a course to help you achieve your goal!

Whether it's for you, or for your kids, come along to our Open Evening to find out more about the courses on offer

Crawley campus Tue 4th Nov, 4-8pm
Haywards Heath campus Tue 11th & Wed 12th Nov, 6-9pm

For more information call 01293 442201/205/206 or email info@centralsussex.ac.uk



College Road, Crawley West Sussex, RH10 1NR
T: 01293 442200 F: 01293 442399

employers@centralsussex.ac.uk
www.centralsussex.ac.uk

CENTRALSUSSEXCOLLEGE

totaltrainingsolutions

employers@centralsussex.ac.uk
www.centralsussex.ac.uk



Need Skills for Technology?

If your staff require further skills in computer aided design, electrical installation or energy efficiency, there's never been a better time to train.



Offered through Engineering Prospects, the Sussex Engineering CoVE (Centre of Vocational Excellence), selected short courses at Central Sussex College are available to eligible companies at a £100 discount. Areas such as those mentioned above, as well as specialist vacuum and electronics courses, Portable Appliance Testing and electrical testing courses are just some of those covered by the Skills for Technology project, which is being funded by SEEDA (South East of England Development Agency).

To raise awareness of the Skills for Technology project, a Town Centre Partnership sponsored business breakfast will take place at the College's Crawley campus on Tuesday 10th November, when a guest speaker will talk to local industry representatives about the scheme.



To find out how to take advantage of this offer, call 0845 155 0043 (press 4).

Improve your business techniques

A new programme has been introduced to the College's portfolio of short courses.

The Introduction to Business Improvement Techniques provides an insight into the Business Improvement Techniques NVQ, designed for any company looking to improve performance. The one-day Introduction programme will give candidates an understanding of the benefits of adopting an organisational approach to business improvement, and the bottom line benefits that this can achieve, resulting in an ability to adopt the appropriate techniques for your organisation, through the use of the NVQ programme.

Business Improvement Techniques will be running monthly from October to June at the College's Crawley campus. For more details of this or any other one day programme, see our new short course guide at www.centralsussex.ac.uk/downloads or call 0845 155 0043 (press 4) to receive a copy.

News in Brief

New short course guides out now

Two new publications will make it easier than ever to find industry-specific short courses designed with local businesses in mind. Our short course brochure details professional and personal development programmes to improve performance and enhance knowledge in areas such as leadership and management, HR, IT, business, first aid and languages. The brochure includes all short courses running until March 2010. A smaller brochure specifically for the construction industry, featuring plumbing, gas, oil and electrical installation courses running during the next three months, is also available now. For a copy of either publication call 0845 155 0043 (press 4) or download them at www.centralsussex.ac.uk/downloads



Free Business Breakfast

Central Sussex College will host the 'Profit Improvement Through People' business breakfast on Tuesday 10th November. Sponsored by the Town Centre Partnership, this free event will start at 7.30am and will feature a presentation on upskilling and reskilling your workforce. To book your place email employers@centralsussex.ac.uk

Fast Track 2010

With green shoots now emerging in the economy, the Fast Track event is an opportunity to showcase your business to the local community and the workforce of the future. The annual event, led by the Town Centre Partnership and managed on their behalf by Central Sussex College, is returning to K2 Leisure Centre on 25th March 2010 and due to the popularity of last year's event the capacity for exhibitors has increased. Can you afford to miss this exciting opportunity? To find out more about exhibiting please call Lauren King on 0845 155 0043.

Festival of Learning

Building on the success of Adult Learners' Week in May, a Festival of Learning will take place across the country in October 2009. The national event will encourage organisations to host a range of events to reach out to people who already enjoy informal learning, as well as attracting new learners. It will be supported by a national campaign to promote the benefits of informal learning for individuals, organisations and society. Central Sussex College will support the event with informal learning sessions at Gatwick Airport on 22nd and 23rd October, when it hopes to engage people by teaching them new skills.

Shop for advice

A new walk-in advice shop has been opened, led by the Citizen's Advice Bureau (CAB) in County Mall, Crawley. The idea of the Crawley Advice Shop is to give members of the public and local business community easy access to a range of advisory services, which will rotate on a daily basis to cover everything from careers, training and business to relationships, housing, volunteering and debt management. Individuals will be able to seek advice on everything from setting up a new business to developing the skills of existing staff at regular interviews to be held within the shop. The Crawley Advice Shop is located on the first floor of County Mall, Crawley and is open from Tuesday to Friday 9.30am to 4.30pm and on the first Saturday of each month, 9.30am to 12.30pm. Staff from Central Sussex College will be on hand on Thursdays from 12.30pm to 4.30pm, Fridays 9.30am to 12.30pm and at each Saturday opening.

A step in the right direction

The worry of being made redundant is being eased by a free programme designed to support people in getting back to work.

Central Sussex College's Reach programme is designed to give those who are unemployed or facing redundancy the confidence to undertake interviews, the chance to retrain and the skills to update their CVs,



Reach Course Co-ordinator Angela helps student Karen McCarthy look for potential new positions.

providing a positive focus during a difficult stage in their lives. When Steve O'Keeffe, who lives in Horley, was made redundant from his position in the financial services sector in January 2009, he joined the Reach programme to brush up on his computer application skills, gain a qualification that would enhance his job prospects and get an insight into what employers in his industry expected of interview candidates. Steve explains: "After a consultation with the Reach staff an individual learning plan was drawn up for me, and this tailored approach enabled me to concentrate my efforts on finding alternative employment. By practising interview techniques during mock interviews I gained greater confidence to tackle real ones, and continue to apply for new positions. I also undertook an accredited unit of the CMI management qualification, which I went on to study after the Reach programme."

However, it is being in the company of those in a similar position to himself which gave Steve the motivation to get the best from the programme. "A fundamental benefit from this type of programme is being in the company of motivated, like-minded people who have recently experienced the same issues and pressures of redundancy and unemployment. I would encourage anyone who has redundancy pending, or who has recently been made redundant, to attend the Reach induction. This would give them an opportunity to see how the course can assist them back into their chosen area of employment, or perhaps something completely new."

Steve also praised the staff and his fellow students at the College: "The staff...for their expert support, courtesy and kindness...and my colleagues for their diligence, positive outlook and camaraderie."

Fellow students studying for the same CMI management qualification as Steve also praised the scheme. Gerry Dalton-Sedgwick, who was Vice Principal of a City bank prior to being made redundant, said: "This has been an invaluable experience, which has allowed me to identify possible areas for improvement and development for any future career I should choose."

Steve has now completed the Reach programme and has since secured a fixed term contract job as a Business Analyst within the information technology sector.

For further information on the Reach Programme, contact 01293 442320 or 453506 or visit www.centralsussex.ac.uk/redundancy.

Alpha is flying high

When Central Sussex College's Employer Services team was invited to conduct a free organisational needs analysis for Alpha Flight, it soon realised it could support the company in a wide range of areas.

Alpha Flight at Gatwick is based in Manor Royal and provides in-flight retail and catering services for airlines. With more than 500 employees based at Gatwick, it is vital that all aspects of its business run as efficiently as possible. With the help of experienced Skills Advisers from the College, training and development staff were able to pinpoint a number of ways in which further training could benefit both the individual team members and the company as a whole.

Skills Adviser Carolynn Jones explains: "We started by addressing the company's priority area and began a course in English for Speakers of Other Languages (ESOL) in June, with classes being held in-company to fit in with the shift patterns. We have also enrolled a number of staff on work-based NVQs ranging from Business Administration, ITQ, Management and Team Leading. We also hope to enrol further staff members on a Warehousing and Distribution NVQ in the coming weeks."

So far, the company has been able to make use of funding available through ESF (the European Social Fund) and Train to Gain, making the programme of staff development an affordable option, even in the current climate.

Human Resources Manager Alison Roberts, explains: "Working with Carolynn and Central Sussex College has provided a way to support our staff in a very difficult economic climate. The range of NVQs offered allows staff to learn as they work, which benefits both the company and the individual. ESOL has proved to be a great success, we have held classes on site and so far we have had 7 per cent of our workforce participating in the classes."

Central Sussex College is excited to be supporting Alpha in a range of areas, with visits to both the in-flight catering and in-flight retail premises by Skills Advisers planned for October, to ensure all staff are aware of the opportunities available to them.

For information on how your company could benefit from a free and impartial organisational needs analysis, please call 0845 155 0043 (press 4) and a Skills Adviser will be happy to discuss your requirements.

Free butties draw the builders



Pictured above: Nigel Pankhurst (left), Curriculum Team Leader for Plumbing, outside City Plumbing in Crawley

If you went down to the builders' merchants in September you may have been fortunate enough to grab a free breakfast.

Skills Adviser Peter Bailey organised two events at City Plumbing and Travis Perkins in Crawley to promote construction training to local tradesmen, which involved handing out free bacon and sausage butties.

Peter, who employed a specialist catering company to help him, said: "These events proved to be a very effective way of communicating with the industry. Not only did we raise awareness of what the College can offer the construction trade, we also provided visitors with information on apprenticeships, the Train to Gain scheme and other means of funding their skills development."

Learning at work

The Civil Aviation Authority invited Central Sussex College to take part in their Learning at Work days on 22nd and 23rd September.



Representatives from the College's Employer Services team attended the organisation's offices in Gatwick to advise staff on the types of training available to them, and ran taster sessions in French, German, Spanish and Digital Photography.

Carolynn Jones, Skills Adviser, said: "We had a lot of enquiries over the two days and not just about work-based development programmes. We were even asked if we offer belly dancing." As a result of the event, a number of CAA employees are hoping to take up French and German classes to be held in the workplace.

If you would like to run a similar event, please call the Employer Services team to discuss your requirements.