

FAIR TRAIN

**FAIR
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**APPRENTICESHIPS
IN THE THIRD SECTOR**

Fair training for fair organisations

Fair Train helps charities, social enterprises and other not for profit organisations to fund, recruit and train apprentices.

Fair Train will help charities, social enterprises and voluntary organisations secure government funding to train apprentices. It will match Fair Train training providers to charities and social enterprises that want to offer apprenticeships, and put not for profit organisations in touch with training providers who understand their needs.

For any queries about the Fair Train event please call 01634 318825



FREE EVENT IN LONDON

4 February 2010

- [Beatbullying Presentation - Emma Jane Cross \(.pptx - 703kb\)](#)
- [Third Sector Presentation - Eve Sadler Skills \(.pptx - 2551kb\)](#)
- [Jaine Clarke Presentation \(.ppt - 289kb\)](#)
- [Catch 22 Presentation - Jessica Neveff \(.ppt - 1770kb\)](#)
- [Stephen Gardner Presentation \(.ppt - 102kb\)](#)

Fact Box

Fair Train will help charities, social enterprises and voluntary organisations secure government funding to train apprentices. It will match Fair Train training providers to charities and social enterprises that want to offer apprenticeships, and put not for profit organisations in touch with training providers who understand their needs.

Fair Train

Fair Train is the name of the proposed Group Training Association (GTA) for the Third Sector. A Group Training Association is a not for profit organisation that encourages employers from their sector to offer Apprenticeships by helping them to access and/or manage the most appropriate training for Apprentices. There are Group Training Associations for a number of different sectors.

Rather than being a training provider in its own right, Fair Train is a partnership of Third Sector employers, membership organisations and providers of training who together seek to act as a broker for employers in the Third Sector, promoting the benefits of training, particularly Apprenticeships, and referring employers to training providers who are approved by Fair Train.

What Fair Train will do

Fair Train aims to increase the take up of workforce development and other training activities e.g. Apprenticeships by Third Sector employers. It will do this by:

- Helping the sector get the benefits from the Apprenticeship programme and other funding opportunities.
- Promoting the interests of Third Sector employers.
- Working with funding agencies to ensure there are appropriate funds and contracting arrangements.
- Contract with funding agencies on behalf of small Third Sector employers and providers.
- Select and oversee Fair Train Providers.
- Work with employers to support the recruitment, training and access to funding of Apprentices and other opportunities.

Why Fair Train is needed.

Research has shown that Third Sector employers have to date generally not accessed public funding for training.

There is a lack of Third Sector training providers able to deliver or secure contracts for publically funded employer focussed training.

A national survey conducted by Fair Train suggests that Third Sector employers are wary of colleges and private training providers. Sometimes this is as a result of bad experiences, often through franchise agreements. Many believe that the money made available by the government has been used to create profit or to support excessive overheads and bureaucratic processes that don't benefit them. Further, they are concerned that colleges and private training providers often do not put the needs of employer first, instead looking for short term income rather than working with the employer in a planned way to make a real difference to the skills and performance of that business.

As a result, Third Sector employers are missing out on the benefits of funded training. Fair Train is being formed in response to this.

The environmental context is challenging. There are substantial changes in the funding environment that may lead to a high level of disenfranchisement of the sectors employers if action is not taken.

There is likely to be increasing competition for public funds during the short and medium term. New entrants are capable of dominating the market quickly and those who are currently large players in the market are coalescing into larger groupings to protect existing business and dissipate or isolate competition.

Many contracting opportunities are likely to be on a larger scale than any individual Third sector provider is able to offer.

The Learning & Skills marketplace is being restructured with the introduction of the Young Peoples Learning Agency (YPLA) and the Skills Funding Agency including the National Apprenticeship Service (NAS) which are all replacing the LSC on 1st April 2010.

Both major political parties are signalling continued funding for Apprenticeships and Work Based Learning, while funding for 'adult response' and short accredited programmes of learning will fall in 2010/11. It is also expected that Train to Gain will be stopped or re-branded shortly after the next election.

The uncertainties that exist (e.g. a forthcoming general election and public spending cuts) emphasise even more sharply the need that the Third Sector has for a national model such as Fair Train to be able to compete in this new environment.

It can be concluded that if the sector is to join together to have greater influence, tendering potential and be able to have an impact in meeting the needs of the sectors employers then the time for action is now.

Fair Train's Progress to date

- Creation of a web site www.fairtrain.org
- Agreement of the Principles under which training providers working for Fair Train will operate.
- Production of marketing materials detailing Fair Train, its purpose and how it will operate
- Delivery of one national and six regional events to promote Fair Train and apprenticeships to third sector organisations.
- Establishment of direct contact with over 150 third sector employers to establish their interest in Apprenticeships and Fair Train
- Development of a concept, business plan, legal structure and communications plan for Fair Train
- Development of materials to support Fair Train providers and employers to deliver apprenticeships

All the work above has been funded by the National Apprenticeship Service under a contract covering the period January 2010 to 31st March 2010.

Governance

Fair Train will be established as a Company Limited by Guarantee and will seek Charity registration.

Any Third Sector employer will be able to be 'affiliated' but affiliates will not be members and will not 'own' Fair Train.

For more updates about Fair Train visit www.fairtrain.org or contact enquiries@enable.uk.net