



INVESTOR IN PEOPLE

POSITIVE action TRAINING HIGHWAY

PATH
national



PATH National



PATH National Ltd is a Skills Development Agency, which seeks to address the under-representation and inequalities of Black and Minority Ethnic groups in management and professions through the provision of innovative training, good career opportunities, motivation and support to individuals and organisations wishing to create a workforce that reflects our diverse communities.

About PATH National ...

Our goals are pursued through training initiatives, which encompass education and employment.

All projects are delivered under sections 37 & 38 of the Race Relations Act 1976 (Amendment 2000).

PATH National provides a diverse range of services, which are tailored to the requirements of our clients, they include:

- Training needs analysis and consultancy
- Structured traineeships (delivered in partnership with the host organisation)
- Fast-track management courses
- Graduate training with mentoring
- One-day personal development courses
- Seminars on issues that affect organisations as a whole, e.g. equality & diversity or health and safety.

All our services are designed to enable our clients to respond to market needs and improve business efficiency.

The training programmes and courses are interactive and business focused, allowing delegates to learn and explore new ideas in an environment that is conducive to learning.

We have over 18 years experience and have trained more than 2000 men and women from BME communities for professional careers. To date, PATH National has had huge success in realising the aspirations of its trainees, with up to 95% securing employment in careers of their choice on completion of their traineeships.

PATH National also focus on assisting people in acquiring middle and senior management career positions and we are keen to work with other organisations as part of their equality and diversity policy.

The key to our success is the dynamic relationship we have with employers, both public and private, covering a wide range of industry sectors. We also work very closely with national, regional & local training organisations, statutory bodies as well as local and central government.



Benefits to Employers

- ⇒ Employers are not subject to paying National Insurance or Tax, government subsidies are available towards the cost of training.*
- ⇒ Address skills shortages and save on recruitment costs.
- ⇒ Improve impact of the business or organisation on a local, regional and/or national basis.
- ⇒ Create a diverse workforce to meet the demands of your clients.
- ⇒ Tailored support to address the challenges of attracting, developing and retaining staff through management and development training.
- ⇒ Investment in relevant training interventions linked to business objectives.
- ⇒ Work in partnership with PATH National and benefit from their knowledge of local communities.
- ⇒ Support community initiatives.

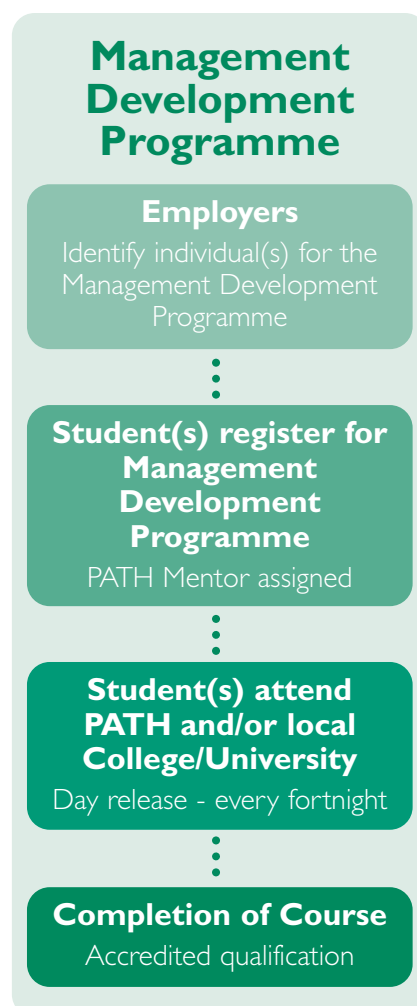
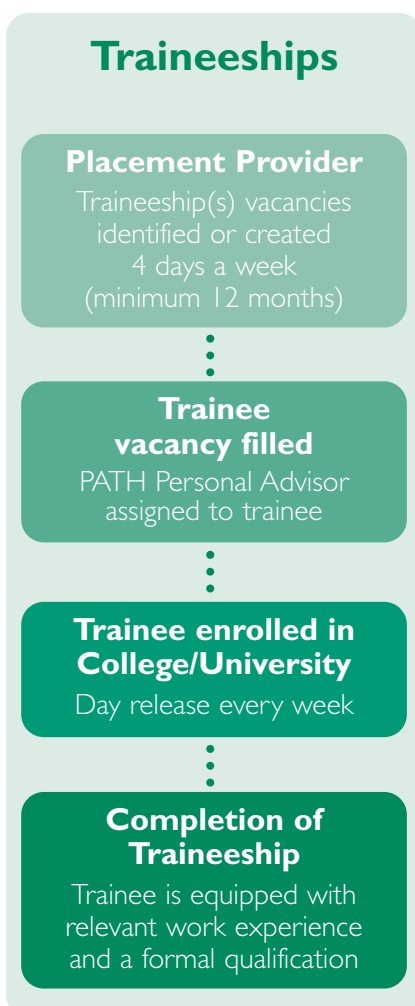
* Please consult with your Business Development Manager for further details and which benefits you may qualify for.

Our Training Programmes

PATH National aims to provide a 'solutions' led approach to meeting the needs of all our clients. This is achieved by conducting assessments and consultations with our clients, as well as providing advice from the outset through to the completion of the traineeship/Management Development Programme(MDP).

We also undertake a 'Training Needs Analysis' with each trainee and MDP student, to advise them of our 'One Day Personal Development' courses. These are complimentary and help individuals maximise the learning experience.

There are two basic models that all programmes are designed around.



Costs

What would it cost to train in-house or with an independent agency?

Recruitment/Advertising (single payment)	£1,500 - £2,000
Salary	£20,000 - £25,000
College/University fees	£1,800 - £2,500
Administration, trainee support and personal development courses	£4,000 - £5,000 per annum
Total (approx) exc VAT	£27,300 - £34,500

All costs are per trainee, per year, excluding the advertising fee which may be a single payment.

What does it cost to take a PATH National trainee?

Recruitment/Advertising (single payment)	£800 - £1,500
Trainee Allowance	£10,000 - £14,000
College/University fees	£1,000 - £1,800
PATH administration, trainee support and personal development courses	£3,500 per annum
Total (approx) exc VAT	£15,300 - £20,300

All costs are per trainee, per year, excluding the advertising fee which is a single payment.

saving up to £19,200 per trainee per year

Costs for Personal Development Programmes with other organisations

Course delivery and materials	£3,000 - £4,000
Administration & student support	£500 - £1,000
Duration	variable
Total (approx) exc VAT	£3,500 - £5,000

Costs for PATH National Management Development Programme

Course delivery and materials including administration & personal development courses	£1,700 - £2,500
Duration	1 Year
Total (approx) exc VAT	£1,700 - £2,500

saving up to £3,300 per trainee

One day Development & Training courses with other organisations

Total (approx) exc VAT	£350 - £750
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One day Development & Training courses with PATH National

Total exc VAT	£110
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Discount rates are available for partner organisations and are free to trainees and Management Development Programme students

saving up to £590 per trainee per day

Please note that the PATH National costs as listed are approximates and dependant on the type of traineeship, programme or course.

Next Steps

- 1** Contact your Business Development Manager to arrange a visit.
- 2** He/She will assess your needs and provide details on current programmes (if suitable) or suggest alternatives.
- 3** Recruitment & selection.
- 4** Support, guidance and aftercare.

PATH National would like to take this opportunity to thank our partners for their support



Lloyds TSB

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