

Construction Skills™

MAKING THE LINK BETWEEN INVESTMENT IN TRAINING AND BUSINESS PERFORMANCE.

The National Skills Academies have an incredible challenge in developing a world-class workforce; for now and for the future. This challenge is compounded given the current economic climate: with both the public and private sectors looking to make cuts and training a likely target.

So at a time when investment in training has never been more important, there is a real risk that the necessary investments won't be made. More than ever, we need to demonstrate not only value for money, but the impact that training is having. We need to show the public sector that money is being well spent; and we need to make the connection for employers between training investment and business performance.

How do we do it?

Winning Moves have recently completed a pilot project with the National Skills Academy for Construction that does precisely this. The project was designed to enable the Academy to measure the performance of individual projects – demonstrating to employers the impact it is having - and also its performance overall, demonstrating their important role in economic development.

The pilot approach enables the NSAfC to capture key performance data for its national projects and to use this to see where a project is performing well and where it needs to improve, compared with industry standards and other NSAfC projects. This means that NSAfC can focus their resources where they are most needed to help overcome areas of poor performance. NSAfC will use the results to identify best practice, and to demonstrate their positive impact on the construction industry. The approach draws on Winning Moves's experience in developing benchmarkindex™, a powerful suite of diagnostic and benchmarking tools that are proven to support and enable business improvement in the private sector.

The approach enables the NSAfC to analyse project performance against key performance issues and work with the project stakeholders to implement strategic action plans for improvement. It also enables priority support needs to be identified and therefore NSAfC resources to be concentrated where they are most needed.



NSAfC will implement this new approach with all of its 45 projects and Debbie Hatton, NSAfC's Performance Manager, was clear on the importance of this project, saying "It is critical that we not only add value to the construction companies, but that we can quantify the impact that we are having. Using Winning Moves's benchmarkindex™ helps us do both."

Adrian Davies, Winning Moves's MD, and the Project Manager for the work with NSAfC, commented, "The work done by the Skills Academies is critical to the Country's future economic success. Winning Moves can support the Academies to be more effective, to demonstrate the impact they are having, and therefore the importance for all businesses - not just construction businesses - in investing in training. The current economic climate makes this the right *not* the wrong time to invest in skills."

To find out more:

If you'd like to find out more about the work with the National Skills Academies, or how benchmarking can help improve your organisation, please contact Zoë Wallis 07595 821981 or email zoew@winningmoves.com