

Traineeship Video Case Study

Boots, Bedford

KEITS Training Services Ltd are a national training provider. Their head office is in Elstree, Hertfordshire and they were quick to develop Traineeships as part of their portfolio identifying the significance of implementing a programme designed around the needs of the employer and the student.

David Rose, Chief Executive, KEITS has been overwhelmed by the outcomes of the programmes.

“KEITS became involved with Traineeships as soon as they were launched. If planned properly, Traineeships can offer employers, of any size, a tailored model of support with recruitment activity and also boost the number of young people moving into employment.”

KEITS deliver Traineeships in Customer Service and Horticulture. We also work in partnership with specialist trainers who create bespoke programmes covering sports, leisure, fitness and childcare. We also have subcontractors working through KEITS to deliver Traineeships in the South East Region.

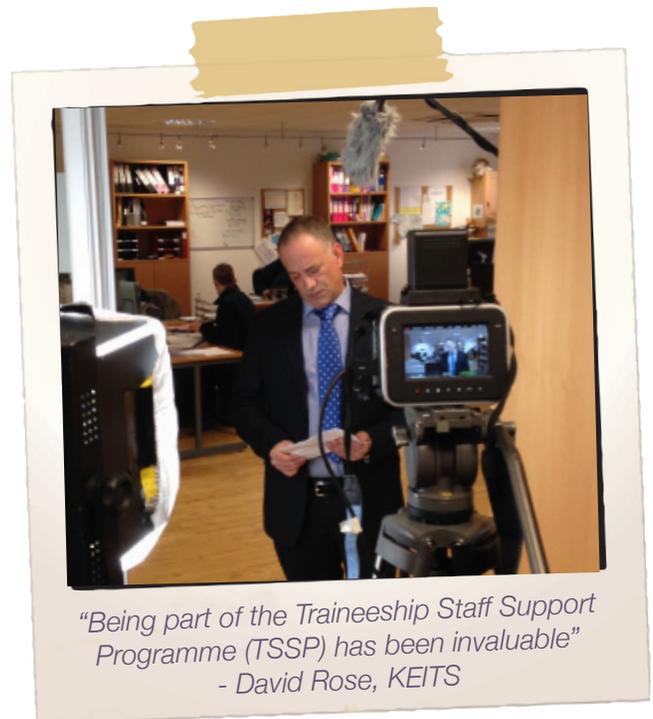
We’ve had about 100 learners that we’ve put through on Traineeships and of those, about 60% have moved into employment.

Our partnership with JCP has been successful and has led to learners and employers benefitting from the programme.

Being part of the Traineeship Staff Support Programme (TSSP) has been absolutely invaluable.”

Through phase 1 of the Traineeship Staff Support Programme, KEITS worked in partnership with 10 other training providers, Colleges and partners to design and develop a suite of 3 toolkits designed for the sector.

SSG Services were one of the partners involved in the project and contributed a great deal to the development of the resources.



*“Being part of the Traineeship Staff Support Programme (TSSP) has been invaluable”
- David Rose, KEITS*

Chris Watson, Managing Director of SSG Services identified how the toolkits have supported their staff.

“The TSSP project provided some key training opportunities for our staff to ensure that all members of the team had a clear understanding of the flexibility and implementation of Traineeships in companies.”

SSG Services is a private training provider. We were one of the providers asked to be involved in phase one of the TSSP project. From our experience we were able to research and contribute lots of ideas and resources to the toolkits that were produced. Boots came on board as one of our work placement employers. They were involved with our trainee packages from an early point in the design and delivery and have been a huge supporter of Traineeships.”

Boots in the Harpur Centre, Bedford has engaged with the Traineeship scheme since its introduction by SSG Services. Since then Boots has seen a number of young people develop throughout the programme, employing 3 trainees as a direct result of the Traineeship programme.

James Campbell, Store Manager at Boots in the Harpur Centre, Bedford has found Traineeships ideal for his workforce.

"When we were first introduced to the concept of Traineeships we loved the idea that the placement could be developed to fit around the needs of our business. We were able to select trainees to assist us with our busiest business times, for example ensuring the store is well stocked, clean and tidy."

Traineeships have been so flexible it has allowed us to develop each member of staff according to their needs. I like to work with the trainees on a one to one basis to support their development, this has led us to allocate specific areas of the role to students who express an interest in a specific area of our business."



"Traineeships have been so flexible it has allowed us to develop each member of staff according to their needs" - James Campbell

"We open up all roles within the store to the trainee to develop their skills, for example allowing them to be trained in a range of departments on the shop floor, stock room, and the tills."

Traineeships have proven extremely effective for our organisation to meet the needs of the business as well as developing new recruits. There has been flexibility around placement dates, ensuring that our business needs and the student requirements are both met."

Nathaniel Wilser is currently studying a Traineeship and undertaking his placement at Boots in the Harpur Centre, Bedford. The placement has provided him with a range of opportunities within the store and he is enjoying learning about a variety of areas within the organisation.

"Initially I was unsure about undertaking a placement within Boots as I didn't feel it would suit my needs. However, with the support of my training provider and through meeting with the employer directly I am now extremely proud to be a part of the Boots team."



*"I am proud to be a trainee at Boots and show them how successful hard work can be."
- Nathaniel Wilser*

"The Traineeship and placement has developed my skills in a range of areas, I have even been commended by the customers! I am hopeful that it will lead to a paid position when I complete the placement."

I hope to continue at Boots, but if I have to apply for other companies I know I now have the skills and understanding to work elsewhere. I am proud to be a trainee at Boots and show them how successful hard work can be."

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Traineeship case study video

Watch the Traineeship case study video for more on Nathaniel's story by visiting:
https://youtu.be/tm-urxt_dUs.

More information on TSSP

This case study is a product of the Traineeship Staff Support Programme 2, 2015. The Traineeship Staff Support Programme is commissioned and funded by The Education and Training Foundation and managed by the Association of Employment and Learning Providers (AELP)

More information about this project

Please contact **Rebecca Diamond**, Director, KEITS Training Services Ltd: Rebecca@keits.co.uk.