

Moving Forward



Issue 3



TNG 

*Celebrating 25 years
of Success*

**PARTNERSHIP WORKING
IN CHESHIRE AND
WARRINGTON** P.8

**TNG MAKES A
DIFFERENCE IN
MANCHESTER** P.12

*InBiz - Partner of choice
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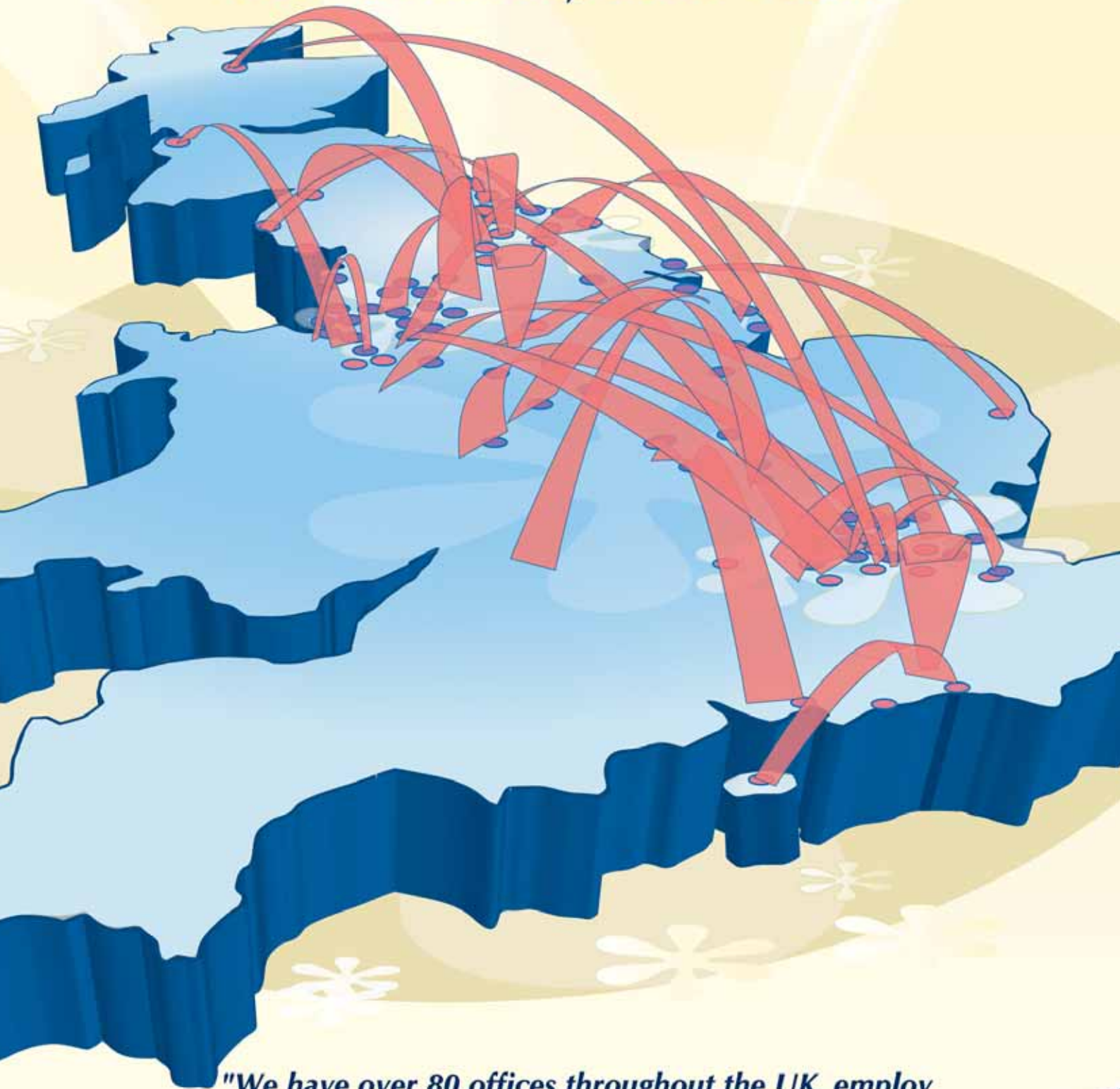
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TNG 

InBiz

'National Reach, Local Touch'



"We have over 80 offices throughout the UK, employ over 700 staff and are delivering employability, learning and enterprise solutions."



WELCOME

Welcome to the third issue of Moving Forward, the Avanta magazine.

Over the past year we have been well and truly 'moving forward' in the marketplace, building on our existing range of products and services, as well as developing partnerships and winning new business for both of our delivery companies, TNG and InBiz.

Amongst others, we were delighted to win two DWP Pathways to Work contracts, plus DWP ESF co-financed projects in the North West, East Midlands, London and the South East.

In addition, our work with the LSC delivering employer-led activities continues to enable us to provide an all-round service to meet both individual and business needs. We are working with an ever growing range of employers, both local and national household names, providing tailored solutions to support workforce development and career progression for their employees (you can read more about our work with LSCs in this issue of Moving Forward).

In terms of self employment and business start-up, InBiz continues to support and motivate thousands of people to work for themselves up and down the country and is truly the partner of choice for self employment support working with a range of providers on Pathways to Work and within ESF programmes.

The development of our business in the welfare through to workforce development markets over recent times makes us well placed for the introduction of flexible New Deal.

These are exciting times to be involved in our sectors and I look forward to working with many of you to offer better flexible solutions over the coming months and years.



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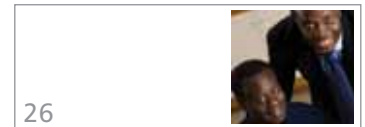
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Research confirms that InBiz offers a long-term route out of unemployment

In late 2007 InBiz commissioned Redshift Research to measure the long term sustainability and success of its start-ups.

The research found that in 2007 78% of InBiz start-ups had sustained self employment for two years or more. In fact not only are leavers finding and sustaining self employment, they are also developing growing and increasingly successful businesses. 20% of leavers are now employing approximately 2.8 additional staff, meaning that not only is entrepreneurship working as a sustainable form of employment, but it is also providing work for others in the community. The research also found that 86% have seen their turnover increase, or at least remain the same, over the last year.

Over 400 previous customers of InBiz delivered New Deal self employment programmes were surveyed and the results strengthen InBiz's case that self employment and business creation are a sustainable, long-term solution to unemployment, with nearly 80% of InBiz start-ups still in business after five years.

So, it is good news that the majority of InBiz leavers not only go into self employment, but also stay in self employment. More than that, of those who no longer run their own businesses, over half are in alternative work. This is particularly noteworthy when you consider that half of these customers credit InBiz as the vehicle which got them into work.

The survey also considered the long-term sustainability, growth and quality of InBiz start-ups and what specifically differentiates a static business, which is established but no longer expanding, from a business that is growing with increasing turnover.

The term "growth" has been measured by several factors including turnover, number of employees, initial ambitions at the time of start-up and ambitions now. Whilst two-thirds of businesses are classified as "static" which means that they are successfully established enterprises that are no longer experiencing growth, a third of businesses are labelled "growth". These are businesses that are established and are continuing to expand and develop.

Crucially, a customer running a growth business is more likely to have accessed additional funding when setting up in business. Also significant is the fact that over 80% of

customers who now run a growth business felt that InBiz had supported them while growing their start-up.

While other factors come into play, it is evident that the correct support and sources of funding, such as Prince's Trust, help to make a big difference in the world of enterprise.

Other findings included that the mindset of a business owner also plays a fundamental role in whether their business becomes static or remains growing. Nearly a fifth of customers who own a growth business describe themselves as "entrepreneurial", compared to just 5% of owners of static businesses. The static business owner is also more likely to cite breaking even and covering costs as a main business target, whereas more than half of the owners of a growing business had the aim of running a developing business.

The main reason behind a static business owner not expanding their business is simply that they are happy with the business the way it is. They have long-term employment, they are reaping the rewards and they are happy being their own boss.

In 2007 78% of InBiz start-ups had sustained self employment for two years or more. In fact not only are leavers finding and sustaining self employment, they are also developing growing and increasingly successful businesses.

This point is especially pertinent for lone parents, half of whom are happy with their business as it is. The increased flexibility of working for yourself, and in some cases working from home, or on a mobile basis provides an effective work/life balance that would not necessarily exist in other forms of employment.

Self employment, when coupled with the right, tailored support, is proving itself to be a successful and effective way to provide long-term, sustainable employment for the business owner and their future employees.^{MF}

AND THE AVANTA AWARDS GO TO...

The Avanta Awards 2007, held at the House of Commons, were the second annual celebration of the success of InBiz, TNG, our clients and partners.

Last year, colleagues from across the Avanta group, together with their nominees, came to London to mark their collective successes in front of an audience consisting of sponsors, key partners, employers and members of the press, plus a number of MPs, including Patrick Hall MP, Diana Johnson MP, Mark Lancaster MP, Andrew Burnham MP and Alan Milburn MP.



2007 Winners

Cheryl Bailey

"Training helped turn her life around and it's been really rewarding to be a part of her success..."



Cheryl accepts her award from Stuart Vere

Cheryl Bailey, from Hull, was awarded Avanta Achiever of the Year due to the determination she showed when facing the daunting prospect of returning to work after an accident two years previously. She overcame a loss of confidence after a shoulder injury to gain full time employment at a local tools distribution warehouse.

It was Cheryl's Mentor, Daryle Watson, who advised her to undertake assertiveness training and which Cheryl credits with helping to rebuild her self-belief.

Daryle said: *"Cheryl's accident shattered her self-confidence, but it was her quiet determination that has helped her achieve. Training helped turn her life around and it's been really rewarding to be a part of her success."*

Diana Jackson

"We had a fantastic time at the House of Commons."



Diana Jackson with entrepreneur Marilyn Orcharton

Diana Jackson, a lone parent from Darlington who demonstrated perseverance when she made the leap into self employment, won an Avanta Business Start-Up of the Year Award.

With practical advice from her InBiz Business Adviser, Diana launched a sports coaching business in Darlington, which has become so successful that it now employs fifteen people. Operating during the school holidays, Diana's business, 'Planet Sport Holiday Camps,' has gone from strength to strength and now operates from 10 venues across Darlington and the surrounding area.

Diana's Business Adviser, Annette Semple, said: *"Diana has truly earned her success. We had a fantastic time at the House of Commons. It was a great day out"*.

Chris Cordwell

"I am proud of the strength he displayed, and am so pleased with the outcome he achieved."



Janette Faherty and Chris Cordwell

Chris Cordwell, unemployed for 16 years, was presented with an Avanta Achiever of the Year Award. Having spent some time in prison, and despite repeated attempts to find a job, he felt his criminal record was a barrier to him finding work.

Chris, of Bedford, overcame the stigma of a criminal record by making the most of a work placement at a local drainage company, where his focus and commitment were rewarded when he was offered a full time position with the company.

Ian Forsdike, Chris's Mentor, said, *"With TNG's support, Chris rose to the challenge, displayed enormous courage and commitment and was able to face and overcome complex social and personal barriers to secure employment on his own merits. I am proud of the strength he displayed, and am so pleased with the outcome he achieved."*

The challenge is now on for 2008...

For the third year running, the Avanta Awards Ceremony will be held at the prestigious House of Commons in London on Tuesday 4 November. With stunning views out onto the Thames, the Terrace Pavilion is an ideal location from which to honour the success of our clients and partners, and where they can truly feel their achievements and accomplishments are celebrated.

Once again we will recognise and reward those individuals who have achieved success, whilst dealing with personal or work difficulties, and have continued working towards their goals to either return to work, achieve a qualification or Apprenticeship or start a business. Plus, we will be recognising a successful partner organisation that we have been working with in the past 12 months.



Jonny Coleman

"It's so rewarding to see how much he's achieved..."



Jonny accepts his award from Clr Afzal Akram

Jonny Coleman was awarded the Avanta Learner of the Year Award 2007.

Jonny, of Milton Keynes, overcame a heart condition and depression to gain a Programme-led Apprenticeship in Childcare Learning and Development and secure full time employment.

Jonny initially had issues with his concentration and dedication to the programme, but with the support of his TNG Mentor, Carol Ainsworth, Jonny persevered to reach his goal of working with children. He soon completed his Apprenticeship and set about looking for a job.

With Carol's help, Jonny has now secured full time employment in a local nursery. Carol said: *"Jonny has done really well and it's so rewarding to see how much he's achieved since he first joined us."*

Parul Joshi

"The event at the House of Commons also provided an opportunity for business networking."



Janette Faherty with Parul Joshi and her children

Parul Joshi, a lone parent from Harrow, won an Avanta Business Start-Up of the Year Award due to her hard work and commitment to setting up a successful business.

As a lone parent, she has successfully managed to use her previous experience as a beauty therapist to run her own business, offering beauty treatments to her customers from a converted room within her home.

Parul's Business Adviser, Alexis Angeli, helped her through the initial stages of setting up a business. With this help and her personal commitment, Parul's business has gone from strength to strength.

Alexis said: *"Finding a job that fitted around the needs of her child was difficult for Parul, but self employment provided the answer. The event at the House of Commons also provided an opportunity for business networking."*

Hughes Brothers

"They offer placements that lead to real jobs..."



Mike and John Hughes with Carol Blackwood from TNG

Working in close partnership with TNG in the North West, Hughes Brothers Ltd was named Partner of the Year for its continued success in helping to recruit and train unemployed individuals, including ex-offenders, for roles in the construction industry.

The partnership that has developed between TNG and Hughes Brothers has given both parties the opportunity to train and upskill local unemployed customers into not just a job but into a new and sustainable career. Their commitment to recruiting locally has demonstrated economic advantages to local communities, and during 2007 they helped secure around 30 jobs in the area.

Carol Blackwood, TNG Employer Engagement Manager for the Northern Region, who works closely with Hughes Brothers, said: *"It's always good to get an opportunity to acknowledge the support of partner groups. Especially those who offer placements that lead to real jobs, like Hughes Brothers"*.

Partner Focus - Cheshire and Warrington Pathways to Work

In previous issues of Moving Forward we have provided a partner focus piece looking at the work of one partner organisation. In this edition we are looking at how partnerships, and in particular our partnerships with voluntary sector organisations adds value to our prime contracts and makes a real difference to the people we assist.

TNG has a long-standing commitment to partnering with organisations that provide quality services to their customers. The Pathways to Work programme is designed to offer tailored support to people on health-related benefits in order to assist them back into employment. Being in work is not only more financially rewarding, but can also lead to improvements in health and overall well-being.

The people our programme is assisting often have specialist requirements, and getting them back into work is not a simple, straightforward process. This is where the partnerships that TNG has with local, voluntary organisations really come into their own.

Each organisation has its own area of expertise, as well as its own local contacts and services. This ensures that they can provide their customers with a highly specialised service that adds value to TNGs overall proposition. In short, this is TNGs national reach, local touch approach in action. The voluntary and community organisations that TNG currently works with

in Cheshire and Warrington are Employment Opportunities, Barrowmore, Vale Royal Disability, Warrington Disability Partnership and Macclesfield Disability Information Bureau. Customers are assisted by these organisations according to factors such as where they live and the nature of their illness or disability. Here's a brief outline of what they do.

Employment Opportunities

Employment Opportunities is a charity that has been going for nearly 30 years, and enjoys Royal patronage as well as support from influential blue-chip companies. Its mission statement, "to change lives through employment" is at the heart of what Employment Opportunities does, summing up why the partnership with TNG is so effective.

Employment Opportunities helps 2,000 clients each year, helping them manage a range of physical and mental ill health conditions, some having existed for many years. 30% of Employment Opportunities staff have personal experience of disability and other health conditions, so are able to offer a truly personalised service.

Employment Opportunities has successfully worked with TNG in Lincolnshire and Rutland, and this has helped to lay the foundations for the partnership in Cheshire and Warrington. David Golding, the Employment Opportunities Manager in Ellesmere Port said, "We are delighted to be working with TNG in the Pathways to Work project and to develop our operation to help even more local people secure the work that they want to do."



Each organisation has its own area of expertise, as well as its own local contacts and services. This ensures that they can provide their customers with a highly specialised service that adds value to TNGs overall proposition.





Barrowmore

Barrowmore began in 1920 as a sanatorium to treat soldiers returning from the First World War but the building was bombed in the Second World War and destroyed. It was rebuilt as a hospital and the NHS ran it until its closure in 1982. It now functions as supported accommodation for people with disabilities, called Barrowmore House.

Barrowmore's mission statement "*Barrowmore is wholly committed to assisting people with a disability in achieving their fullest potential*" indicates their far-reaching approach. As well as accommodation, Barrowmore also provides employment and development support. Barrowmore supplies meaningful, supported placement schemes throughout Cheshire and into Greater Manchester, as well as their Enterprise Estate, a number of units let out to a wide range of businesses.

The charity also offers a range of vocational training with 15 courses including horticulture, agriculture and construction, as well as courses covering basic skills and teaching independent living.

Vale Royal Disability Service

Since 1991, Vale Royal Disability Services (VRDS) has been promoting self-representation and independence among disabled people, of which employment is a key element. There are four main aspects to the work VRDS does: Information, Shopmobility, Learning and Support, across their five main offices in Cheshire and numerous outreach projects.

VRDS offers a careers information and advice service, CV development, volunteering opportunities and work trials to support people into work. The charity also offers training in Skills for Life (English and Maths), IT and Computing, Jobseeking and Work Skills and Life Skills to further equip people with disabilities with the necessary capabilities to enter employment.

VRDS strongly believes in establishing partnerships such as the one they enjoy with TNG, believing it to be an effective way of sharing the benefits of success and helping everyone to achieve more.

Warrington Disability Partnership

Warrington Disability Partnership (WDP) is run predominantly by people with a disability, with the aim of improving the quality of life for their customers and their families. A major part of their service is about overcoming hurdles, both physical and in the attitudes of others, which is also at the core of TNG's work.

WDP offer training for organisations and employers in disability equality and Disability Discrimination Act awareness, to help to break down barriers and promote positive images of disabled people.

The mission statement of the WDP, "*Removing barriers to social inclusion faced by disabled people and their families*", is highlighted in their partnership with TNG, in which the WDP help disabled people who want to return to work by providing information, advice and support.

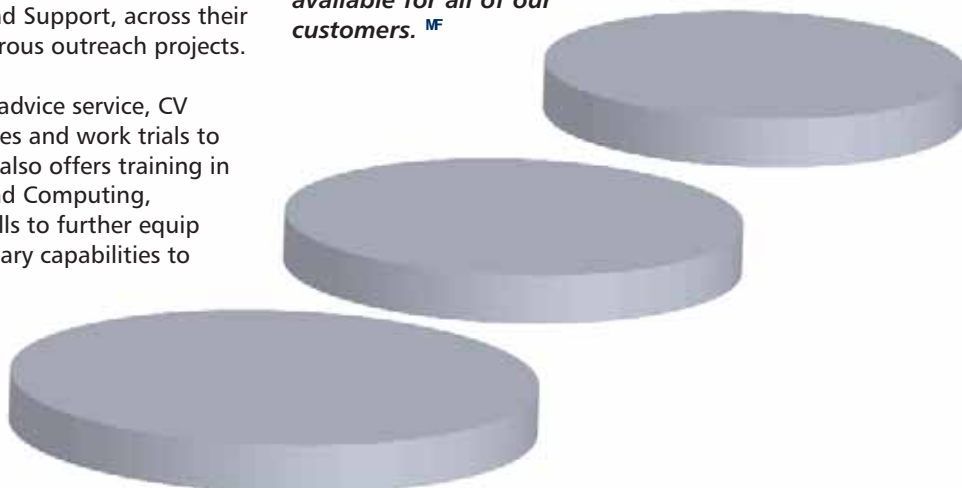
Macclesfield Disability Information Bureau

Most of the volunteers at the Macclesfield Disability Information Bureau (DIB) have firsthand experience of disability, which provides a personal insight into the challenges faced by disabled people. The Macclesfield DIB offers a free, confidential service to disabled people on a variety of issues, such as benefits, mobility, transport, holidays and leisure activities.

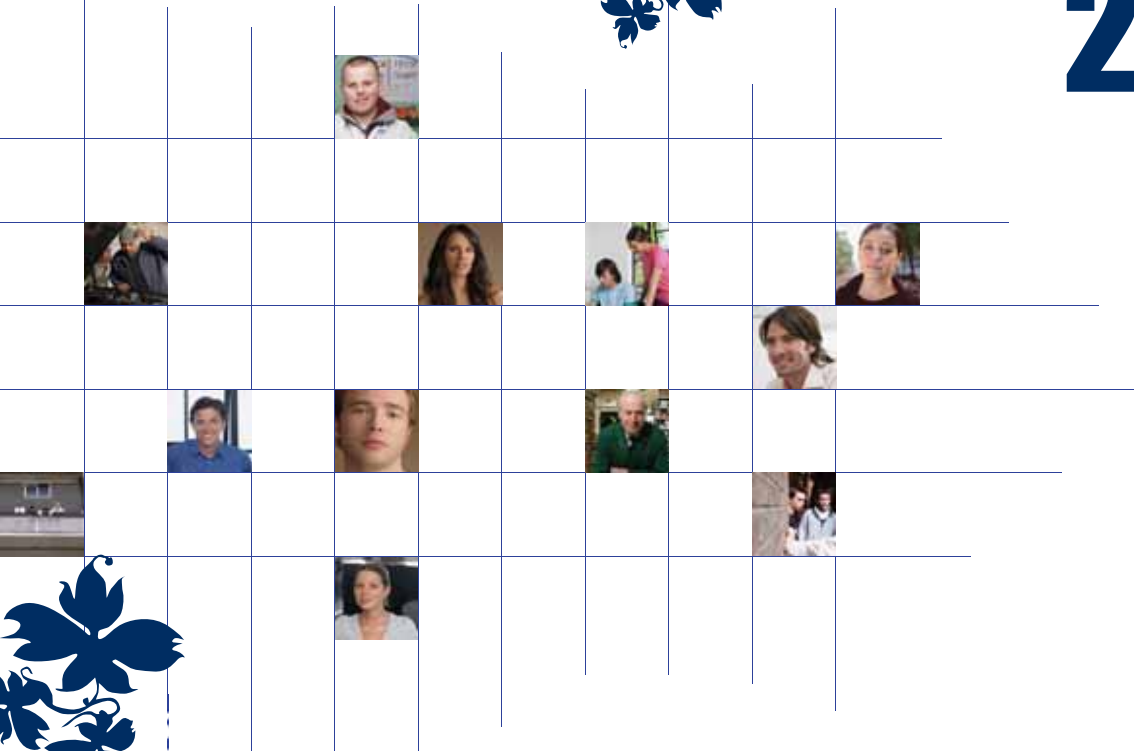
The Macclesfield DIB encourages employers to invest in disabled people, and in particular disabled employees, by offering a free and practical information service to local businesses that are unsure about what the Disability Discrimination Act means to them, and assist in any changes that need to be made.

The IT Suite at the Macclesfield DIB is the learning base for a range of computer classes suitable for all abilities, from basic computer skills and word processing to courses on paying bills and shopping online. There are computers with specially adapted keyboards that are suitable for single-handed users, or for people with restricted hand movements at the IT suite, which makes it an ideal learning environment for people who cannot otherwise access adapted computers.

TNG's reputation for delivering high quality service to customers nationwide through expert local knowledge is cemented through partnerships such as these. Partnerships designed to ensure the best solutions are available for all of our customers. ^{MF}



PRESS AWARDS 2007



Recognising outstanding achievement

The first ever Avanta Press Awards, run in conjunction with the Fabian Society, were presented at the Avanta Awards event last year. The Press Awards recognise and reward journalistic excellence in promoting the employment and skills debate in the public arena.

The Judges were Terry Rooney MP, Chair of the Department of Work and Pensions Select Committee; David Simmonds, Chief Executive of The Centre for Economic and Social Inclusion; Sunder Katwala, General Secretary of The Fabian Society; and Janette Faherty, Chief Executive of Avanta.

The winners of the Avanta Press Awards 2007 were:

- National press – Andrew Taylor of the Financial Times
- Regional press – Greg Wright of the Yorkshire Post
- Specialist press – Louisa Peacock of Personnel Today

Janette Faherty, said: *"By launching the Press Awards last year, we were also able to say 'thank you' to those who have helped keep the employment and skills debate high on the public agenda – its rightful place."*

Sunder Katwala, General Secretary of The Fabian Society, said: *"The Fabian Society is pleased to be associated with the new Avanta Press Awards, which celebrate the best reporting and analysis of employment issues at local and national level, as well as to encourage more and better public discussion of issues that are crucial, not just to our economy, but to opportunity, life chances and the health of our society."*



PRESS AWARDS 2008

Avanta Press Awards return for a second year

Following the success of last year, the Avanta Press Awards will return to celebrate the best and brightest employment and enterprise writing in the UK.

The awards reflect Avanta's position as one of the UK's leading providers of employment services, as well as the prominence of the issue in today's media.

Journalists whose work best exhibits an understanding of the issues surrounding welfare, employment and enterprise will be short-listed; before a jury of industry experts decide on a final winner.

The judges will be looking for:

- Work which demonstrates a clear awareness of the social and economic issues around employment
- Articles that show unique ideas, a fresh angle or document the relevance of employment issues to people of all social backgrounds
- Clear, concise, accessible writing

Articles in all publications will be considered, including regional press, national newspapers and trade magazines. They will be judged in the following categories:

- National media winner
- Regional media winner
- Specialist media winner

Commenting on the Avanta Press Awards, Avanta's Director of Business Development Alex Pollock said: *"The return of the Avanta Press Awards demonstrates that employment is an important issue in the media. We hope that these awards continue to encourage journalists to meet the highest standards when writing about the subject. Avanta's work, through our delivery companies TNG and InBiz, provides solutions to issues which dominate the headlines, including getting people with health-related barriers back into work or self employment, therefore coverage of a range of employment issues is very relevant to us. As the Avanta Press Awards return for a second year, we are sure that any journalists will be proud to be associated with it."*

The winners of the 2008 Press Awards will be announced on Tuesday 4th November at the Avanta event being held at the House of Commons.

Focus on Manchester



Chris Marsh, TNG Operations Manager

TNG has been working in Greater Manchester for over a decade, delivering New Deal programmes in Wigan, Leigh and Oldham. Two years ago, TNG was awarded the New Deal Prime Contract for Greater Manchester East and West. Chris Marsh, TNG Operations Manager, told us about the difference TNG is making in the community.

In Greater Manchester East and West, TNG is delivering Jobcentre Plus New Deal programmes, helping people who have been unemployed for longer than six months find sustainable employment. This is done through a number of initiatives within the New Deal, including IAP Work Experience, IAP Basic Employability Training, IAP Voluntary Sector Option, IAP Environmental Trust Fund, Full Time Education and Training Basic Skills, as well as English for Speakers of Other Languages courses. Customers are also referred under LSC funded programmes including Employability Skills Programme and Skills for Jobs. New Deal has many options, and knowing which will benefit the customer most is one of TNG's key strengths, says Chris.

"TNG's delivery staff provide excellent coaching and support to customers. They are able to help people to identify suitable vacancies and move into sustained employment. TNG uses group and individual sessions to coach customers. Breaking down barriers to employment is a big part of what TNG in Manchester does. If a person has been out of work for several months, or even years, their confidence can be damaged. TNG encourages its customers to work in small groups to develop their interpersonal skills and raise their confidence levels."

With a rejuvenated city centre and big, fashionable shopping malls, Manchester is regarded as a flourishing region, but this is not the full picture.

"The Greater Manchester conurbation has a population of 2.5 million people and encompasses 10 local authorities. Yes, there are some very wealthy and successful areas but Manchester is also home to some of England's poorest neighbourhoods. Disadvantage falls disproportionately on certain sections of the community. TNG works with residents across eight boroughs, with centres in Bolton, Bury, Oldham, Rochdale, Stockport, Tameside, Wigan and Leigh."

Through local knowledge and committed and individualised delivery, TNG has had some excellent results, with combined job entry rates across all programmes that are nearly 10% above the Jobcentre Plus target, but the good news does not end there.

"On the IAP Basic Employability Training programme, we are over achieving the target of customers moving into employment by 13%. In Manchester East and West, TNG supports leavers beyond the Jobcentre Plus requirement of six weeks, and tracking results during the extended period show that a further 14% of leavers moved into employment, which is fantastic. Even better is that sustainability is much higher than expected on current New Deal programmes."

Over the last two years, TNG has not only enjoyed great successes and made a big impact on the community, but it has also laid the foundations of the future. With its network of nine offices across the area and 120 staff delivering the New Deal and a range of other value adding provision, TNG is well placed to assist even more customers and employers in the future.

"One of our main ambitions at TNG is to inspire and lead in the development of people and organisations and to encourage people to embrace change, innovation, improvement, initiative and to promote personal growth."

"This is evident with Nicola Lawlor. When she first came to TNG, she had been unemployed for a year, and was quite picky about what placement she wanted, as she wanted to gain administrative experience."

"The centre manager sat down with Nicola, and they worked out a solution - Nicola would do a placement at the TNG centre in Rochdale. This made a huge difference to Nicola, as she really felt that someone believed in her."

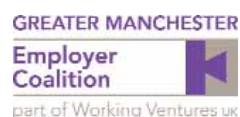
"The placement was a success, and when a permanent position at the TNG office arose, Nicola applied. She was successful at her interview, and she is now the receptionist at the Rochdale centre."

From what Chris has told us, it is clear that TNG doesn't just help people find work with other employers (as can be seen within other articles in this edition of Moving Forward), it clearly practices what it preaches and creates employment itself within the communities of Greater Manchester. **MF**



Greater Manchester Employer Coalition Annual Awards 2008

TNG were proud sponsors of the 2008 Greater Manchester Employer Coalition (GMEC) annual Awards Business Networking Drinks Reception, held on Wednesday 11 June at the Midland Hotel, St Peter's Square. This Drinks reception gave guests the chance to network prior to a gala dinner and Awards ceremony hosted by popular actress Shobna Gulati.



The Awards are an integral part of GMEC's annual programme of work which recognises where employers are taking positive action to engage and invest in the local economy and labour market. The dinner celebrated those employers making a real difference to the lives of local people and showcased businesses, individuals and other organisations that are leading the way in breaking down barriers to work and investing in their most valuable asset, their workforce. ^{MF}

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*Happy
Anniversary*

TNG



*Celebrating 25 years
of Success*



TNG - Celebrating 25 years of developing people and organisations

1983 was TNGs' first year of activity. Developed from a North London partnership of voluntary, community and local authority organisations, TNG was founded with a shared vision to develop the local community and the people living there, operating on the principles of fairness and equal opportunity for all - an ethos that continues throughout the organisation today.

Times have changed, in 1983 a pint of milk cost 21p and it was the year when breakfast television launched Roland Rat.

manufacturing, just 20 years later this had reduced to 20% and 7% respectively. Conversely, over the same period, men employed in the financial and business services sector rose from 12% to 20% and women from 14% to 19%.

Incredible as it may seem now, 25 years ago men filled 2.5 million more jobs than women. Five years ago the difference was only 200,000.

But what has this meant for TNG over the years? Whilst the funders (starting with Manpower Services Commission and Training and Enterprise Councils) and programme names have changed over the years, the core elements of TNG's work in successfully moving customers from welfare back into work have remained.

a 20 year relationship with what are now Jobcentre Plus and the Department of Work and Pensions.

In 1991 TNG developed a new approach to working with the unemployed. This led to an enhanced specification for locations, resources and staffing, which later became the norm. This enabled an expansion outside London into Bedfordshire and the North West.

In the mid 90s, TNG developed their vocational programmes and began delivering truly work based Modern Apprenticeships and adult vocational programmes. TNG was one of the first organisations campaigning to align welfare to work with workforce development programmes and in many areas now provides a seamless service. This led to further expansion into Nottingham, Leicester, Birmingham, Derbyshire and Birmingham, whilst further Jobcentre Plus success saw further expansion in the North West.

In 1997 TNG created the Mentoring Co-ordinator model providing professional one to one mentoring support to customers in the North West through New Deal Mentoring. Further contracts across the UK were secured as a result of this success and saw TNG strengthen its position in the North West and London.

Since 2002 TNG has developed expertise using ESF monies to add value to its services. Operating multi-million pound ESF programmes requiring top tier management of large-scale contracts and resources moved TNG into a new area of work, contributing to the win of an Employment Zone contract for Newham and Tower Hamlets in 2004.



25 years ago men filled 2.5 million more jobs than women. Five years ago the difference was only 200,000.

In politics, Margaret Thatcher won the general election in a landslide victory; Neil Kinnock was elected leader of the Labour Party and plans were unveiled to abolish the Greater London Council.

The Employment Rate in 1983 was 67.8%, the lowest level ever recorded since 1959. Three million people were unemployed.

In 1983 29% of men and 16% of women were employed in

entrepreneurial leadership. This has allowed the company to be flexible enough and innovative, in the face of both government and economic change, to meet new challenges and opportunities.

After five years of high success levels placing people back to work whilst improving local communities, the original organisation became a private venture. This led to the expansion of activities to new customer groups and neighbouring London boroughs starting

TNG has benefited over the past 25 years from consistent yet



In April 2006 TNG merged with InBiz under the Avanta holding company to provide broader geographical coverage, adding North East and South East to the portfolio and major coverage of self employment and regeneration activities. The merger supported further contract wins for TNG; New Deal Prime and Programme Centre contracts in Tees Valley and LSC funded activities including Train to Gain and Skills for Jobs in Kent.

In 2007 and 2008 TNG grew further with the award of Pathways to Work contracts in the East Midlands and North West regions and has built on that securing four new DWP ESF co-financed contracts in 2008.

All of this has been achieved by focusing on doing the right things to meet our customers' needs and staying focused on our original vision to develop people and organisations.

Today, TNG delivers programmes for a range of organisations including DWP, JCP, Learning and Skills Council, Business Links and Regional Development Agencies. In addition, TNG's use of partnerships to enhance its activities (examples of which you'll see throughout this issue of Moving Forward), provide the company with the vision, experience, capacity, employer and partnership networks to successfully deliver large-scale contracts.

25 years on, TNG has a lot to celebrate. Here's to the next 25 years.^{MF}

Take our quick quiz and see what you can remember from 1983...

1. What denomination of UK currency was introduced into circulation?
2. Which popular Cadbury's chocolate bar first went on sale in 1983?
3. 105 million people tuned in to watch the last ever episode of which popular TV show?
4. Which Star Wars film was released in 1983?
5. Michael Jackson released a music video which has since become the most viewed music video ever – but what was the song?
6. Who won the Wimbledon Men's final?
7. What car safety feature became mandatory in 1983?
8. Which McDonald's food item, still on sale now, was introduced?
9. Bob Holness presented which popular daytime show, launched in 1983?
10. Rod Stewart had a number one hit with which song?

From Exclusion to Entrepreneurship

Nicky Riley is the General Manager responsible for leading the operations of InBiz. We asked her about the success of InBiz as the partner of choice for delivering self employment.

Who does InBiz partner with in order to deliver self employment?

Our main customer is Jobcentre Plus, as InBiz deliver the Self Employment Option New Deal across three of the five UK super regions spanning Scotland, the North East, North West, London and the South East. We work with a range of other organisations, in a variety of ways, such as Business Link and Regional Development Agencies and are proud of the fact that we are seen as the subcontractor of choice for many organisations for self employment solutions, including Shaw Trust on their Pathways to Work contracts and Work Directions on their PSL New Deal, as well as a range of provisions for our sister company TNG.

What do you do for Jobcentre Plus?

For our New Deal Self Employment option programmes, Jobcentre Plus refers customers to InBiz after 18 months, if they have a business idea that they would like to look into. A customer can have a referral earlier than that if they are an ex-offender, a lone parent or claiming Incapacity Benefit.

Each customer is referred to a Business Adviser who will listen to a business idea to see if it is feasible. If it is a sound idea, with a potential customer base, then the Adviser will guide the customer as he or she puts together a business plan. Typically, this will last from four to eight weeks and will include cash flow, market research and book keeping.

After that, the customer will start test trading. This is a period when the customer can retain their benefits while testing the viability of their new business. At this stage, a business account will exist, but money can only be used for legitimate business reasons, such as to buy supplies, and the InBiz Adviser is a co-signatory on the account.

After approximately six months, the customer can then go into full status self employment. It doesn't end there though, as we continue to be there for support and guidance for the business.



For example, we have one customer who approached us for help when he was ready to take on staff some years after he'd left test trading. His business, selling gaming consoles and games, is now thriving with three shops and he continues to employ 10 members of staff.

What do you provide for others as a sub contractor?

In both PSL New Deal and Pathways to Work, prime contractors had the flexibility to develop their own suite of solutions either in house or through the use of specialist partners to assist their customers to gain and sustain economic activity. Our experience of delivering the process led New Deal provision has helped us to develop flexible propositions that enable prime contractors to achieve their overall objectives. By focusing on the engagement, awareness raising, support and development of individuals



who have the potential to become self employed, many of whom may never have previously considered the possibility, InBiz has been able to enhance their offering and meet the needs of more customers than would otherwise have been achievable.

Our 'National Reach, Local Touch' approach has enabled us to develop self employment solutions for Pathways customers in Norfolk, Lincs & Rutland, Manchester, Cheshire and Warrington and Berks, Bucks and Oxfordshire.

The needs of someone engaged by us on Pathways to Work are usually quite specific, and InBiz specialise in offering tailored, individual support to help overcome barriers and set up their own business. InBiz offers sound business advice and is there for the customer if their confidence is low.

Can you describe your work with Business Link?

Business Link is a national network that provides support for people going into self employment. Not everyone fully understands the implications of becoming self employed and how this will affect them, as self employment is rarely a nine-to-five option. For some people, this is what makes self employment the perfect route into work, but for others, it is far from ideal.

InBiz runs a number of programmes for Business Link including a start-up course, detailing what sales and marketing research will be required, financial aspects of self employment and ultimately allowing each customer to make an informed decision as to whether self employment is suited to that individual. We also run Hard to Reach outreach workshop sessions to raise the profile of self employment to customers who are less likely to engage with the traditional Business Link offerings.

Why do you think InBiz is the chosen partner for the delivery of self employment?

At InBiz, we really listen. InBiz doesn't offer one blanket form of advice to cover everybody, because that wouldn't work. When people come to InBiz for start-up advice, often they have been unemployed for a significant length of time which can lead to real confidence issues. Going into self employment takes a certain amount of self-belief, and InBiz Business Advisers are second to none in the level of bolstering support that they provide to their customers.

This is true no matter who has referred the customer, but for specific issues, such as childcare, or illness, Business Advisers will have toys in the office for when customers need to bring their children to meetings at short notice, and will meet customers in their own home, or at other locations close to where the customer lives.

The individual, customer-focused approach works, and leads to better success, for us, our sponsors and most importantly for the individual customers we all aim to help. You can see this from the results of the Redshift report that is featured on page 5 in this issue of Moving Forward.^{MF}

InBiz and TNG - Stronger Together in Tees Valley

If ever proof was needed of the benefits of the merger of TNG and InBiz under the Avanta umbrella you need look no further than Tees Valley.

InBiz has been delivering self employment programmes of unrivalled quality for almost 20 years in the Tees Valley area. Their New Deal Self Employment programme offers a route into self employment for those New Deal participants who have an interest in running their own business.

In Tees Valley alone InBiz helps between 250 and 300 people set up in business every year. The target for 2008-09 is a total of 440.

InBiz's success in Tees Valley is personified by the achievements of Claire Hutchinson and Diana Jackson, both of whom have been awarded Avanta Awards for their business start-ups.

Claire Hutchinson is a lone parent who was struggling to find a career which would inspire. She now runs her own business recycling ink cartridges. One of the business' core values is its commitment to charity, Rainbow Trust Children's Charity, and in the first year of trading alone Claire managed to raise £35,000 on its behalf. Despite the many challenges, Claire has managed to expand and go into partnership with a business colleague; complete the test trading programme; identify the appropriate charity to partner with; and move into a distribution centre with six full time members of staff and 12 sub-contractors based in the North East, Lancashire and Leeds areas.

Claire said: *"I always had an ambition to run my own business but I lacked knowledge of the business world. With InBiz's help, and a combination of careful planning and sheer hard work, I have achieved the dream of running my own company. Working for myself has meant I can work flexible hours and balance this with bringing up my children."*

Diana Jackson, also a lone parent from Darlington, set up her own children's sports coaching business, Planet Sport Kid's

Club. Initially met with scepticism, launching a business in what until then was largely a male-orientated industry, the company has gone from strength to strength. Diana recognised the dilemmas faced by other single parents juggling work with parental responsibilities, and started expanding the business to run sports day-camps during the school holidays.

Diana commented: *"I am thrilled that my sheer determination has paid off and at last I have a thriving business that I have nurtured to success. The future now looks set in stone for my son and myself."*

Karen Kenmare, Area Manager for the North East at InBiz, said, *"We have a long track record of helping people start their own business across Tees Valley and I feel we are really making a difference in the area, helping not just the individuals in question realise their dream of setting up their own company and working for themselves, but also enriching the local community by creating further employment opportunities as the businesses grow. Claire and Diana's stories of triumph are classic examples of what individuals, with promising business ideas but who might lack business know-how, can achieve. Our record in the North East, and specifically Tees Valley, speaks for itself. We have enjoyed almost 20 years of success in helping individuals set up in business."*

"We run programmes which are proven to help equip individuals with the business skills they need to set up successful enterprises not only through New Deal, but also for Business Link North East and One North East. Having our sister company also delivering in the area means we can reach even more people who may not even have considered the potential of self employment in the past".

It was the infrastructure and relationships previously established by InBiz that enabled TNG to secure the contract to deliver the New Deal in the Tees Valley area in January 2007, just 10 months after the two companies came together. The TNG Prime Contract involves delivery of all New Deal



elements: Full-Time Education or Training (FTET); an Intensive Activity Period (IAP); a Voluntary Sector Option (VSO); and the Environmental Task Force (ETF) available for people aged between 18 and 24.

The Intensive Activity Period (IAP) is part of the New Deal for people aged 25 and over, and involves a longer period of help and training for individuals who are long-term unemployed. Packages are tailored to individuals' needs and can include basic skills support, work focused training, work experience, and job search support. Geoffrey Hewes embarked on the IAP programme, undertaking Hospitality and Catering training. He has since secured employment with the Brinkburn Public House in Darlington.

In November 2007, Paul Harrison joined TNG. He fell into the over 50 category and having been unemployed for a number of years felt his chances of finding work were limited. Paul was given help with interview techniques, letter writing and application forms and after just two weeks he successfully gained employment with Hanni Cables.

TNGs success has been rewarded when they were recently awarded the Programme Centre contract across the Tees Valley – which is an additional service to unemployed customers, and includes help with writing a CV and interview techniques.

The combination of InBiz and TNG activity across the Tees Valley means they are well placed for the introduction of flexible New Deal and work is already well underway to ensure that they can offer the best partnership solution and individually tailored support that will enable even greater success in the years to come. ^{MF}

“I always had an ambition to run my own business but I lacked knowledge of the business world. With InBiz’s help, and a combination of careful planning and sheer hard work, I have achieved the dream of running my own company. Working for myself has meant I can work flexible hours and balance this with bringing up my children.”

Government focus on halving child poverty

James Purnell, MP, Secretary of State for the Department for Work and Pensions reinforced the Government's pledge to halve child poverty by 2010, and that *"the centrepiece of our policy on child poverty must continue to be work"*, in a speech sponsored by Avanta.

Mr Purnell spoke to an audience at the Fabian Society including Janette Faherty, CEO, and Stuart Vere, Chairman of Avanta in early May, after Labour had been soundly beaten in the polls at the local elections. He began his speech with a question that he had heard on the doorsteps of the voting public in the preceding weeks; *"What is our country's future?"*

Mr Purnell's answer was that he wants a Britain with an *"open society"* that can *"prosper best from globalisation"*, but acknowledges that in order to achieve this, Britain must first have a *"fair chance"* for all.



The Government is keen to explore how it can work alongside private and third sector partners to deliver a reformed welfare scheme, supporting those in work financially as well as practically.

Mr Purnell outlined research which confirmed that children of poor families are more likely to have *"their lives damaged almost from their outset by poor health, low achievement and low expectations"* and that this must stop in order to have a fair chance for each citizen in Britain.

The vision of an open British society is one where opportunity is truly open to everyone, *"whatever their background, whatever their parents' income, wherever they were born"*. Achieving that vision, admits Mr Purnell, means *"tackling inequality"*.

The child poverty target is more than a promise for Mr Purnell, it is a belief going right to the core of the Labour Government, and one in which the achievements so far would cause any Labour politician to *"swell with pride"*.

The Government is aware, however, that more needs to be done, and that getting people into work is only half of the solution. Staying in work and progressing up the career ladder

also need to be areas of focus. Or, as Mr Purnell put it, *"making work stick as well as making work pay"*.

The Government is keen to explore how it can work alongside private and third sector partners to deliver a reformed welfare scheme, supporting those in work financially as well as practically.

The results of the evaluation of the second year of the Employment, Retention and Advancement pilot, which provides assistance to people in work as well as financial incentives to stay in work and seek promotion, were published on the day of the address, and Mr Purnell used his speech to announce that three key elements of the programme will be rolled out to all lone parents.

In-work credit allows lone parents to claim an extra £40 per week for the first year they are in work, £60 if they live in London.

Secondly, advice to stay in work will be provided by a Jobcentre Plus personal adviser during the first six months of employment.

Finally, an in-work discretionary fund will be developed. This fund will be available to provide a payment of up to £300 in the first six months of employment for a crisis such as childcare, cost of travel or rent until a salary is paid, which could otherwise lead to a career being cut short before it has started.

Mr Purnell summed up emphasising the importance that the child poverty target has in Government, and in turn, the significance of a fair society. A society in which child poverty is at the front of the queue for funding; a society in which individuals are supported into work, and that support continues to help them to stay in employment; a society which encourages ambition and progression in the workplace.

In previous issues of Moving Forward, Avanta has looked at the welfare to work and workforce development policies of the three main political parties, and it is clear that this will be a key battle ground at the next election, whenever that takes place.

Over the coming months we will continue to work with organisations such as the Fabian Society and the Social Market Foundation to stimulate this debate and seek a consensus that ensures a focus on developing people and organisations to realise their full potential. ^{MF}



National Reach Local Touch

- **Engage**
- **Empowerment**
- **Trust**



TNG Moving Forward in Kent

Over the past couple of years InBiz has been delivering the New Deal Self Employment programme on behalf of TNG across the South East. In October 2007 a strategic decision was made to extend the TNG delivery area with a new office being opened in Chatham, Kent, delivering the Learning and Skills Council's (LSC) Train to Gain service.

Train to Gain enables the delivery of impartial, flexible, responsive and timely skills advice to employers. Skills brokers work with employers to identify businesses' skills requirements, and pinpoint the appropriate training programmes and training providers. A tailored training package is devised to suit the individual business and the skills broker will continue to provide ongoing support and work with the employer to review how the training is progressing. The service is transforming the way that Government and

new office in Chatham is now fully operational and engaging with employers helping improve staff confidence and motivation, higher retention rates and increase productivity.

In February 2008 TNG secured a new LSC contract and started delivering Skills for Jobs from the Chatham office. The contract involves engaging with employers to establish what their requirements are for future employees, and devising a course for individuals in order to equip them with the necessary skills set to apply successfully.

Since the course's introduction, over 100 people have signed up for the Skills for Jobs programme in the Kent area. The programme involves team building exercises, motivational techniques, CV writing, job application and form filling, interview preparation and techniques, and customer service skills.

One customer successful in securing employment following the course is now working as an Operational Support Guard for the Prison Service. Having previously been on nine other training provider courses, he credits TNG with enthusiasm and professionalism which in his view sets it apart from that of other training providers, and according to him made the course both effective and enjoyable.

Through its links with the Local Employment Partnership (LEP), TNG has been working closely with a number of other local employers, including Dunelm Mill, the nationwide home furnishings retailer, to meet their recruitment needs in the Kent area.

There have been a number of beneficiaries of a programme tailored to Dunelm Mills' needs including one lady who had been unable to find employment since leaving college. After completing the Skills for Jobs course she was offered a full time position. Another customer, who also had experience on a number of other training courses, found the Skills for Jobs course helped build his confidence and realise his potential. He was immediately offered a full time position following his interview with Dunelm Mill.

Building on the success of our Train to Gain activity in Chatham, the demise of Instant Muscle provided TNG with the opportunity to open a new office in Ramsgate, initially offering Train to Gain but now also providing New Deal services as a sub contractor to TBG the New Deal Prime Contractor in the area.



Since the course's introduction, over 100 people have signed up for the Skills for Jobs programme in the Kent area.

training providers support employers, providing employers and employees with the skills they need, in the interest of the national workforce and the economy.

Research shows that every day 1.3 million people go to work without the skills they require to do their job proficiently. The



This is just the beginning for TNG in Kent and the recent announcement of success in securing the DWP ESF co-financed Pre-Employment Programme across Kent running for three years from July 2008 will see the team grow significantly and will result in the establishment of four further office locations across the District.

Maggie Kerwin, TNG regional director for the South East, said *"TNG is helping employers and employees, current and future, in the area – promoting and assisting skills development. Our work is contributing towards the realisation of the LSC goal that by 2010 all young people and adults in England have the knowledge and skills which match the best in the world, making the English workforce truly competitive. By working in partnership with employers we can help up-skill the national workforce and improve the economy for the whole country."*

"We have been hitting all our targets in the Skills for Jobs contract and remain committed to providing an excellent service for both employers and those seeking employment. The DWP ESF programme will enable us to reach even more people and employers over the coming years." ^{MF}

TNG Progress to Success with Train to Gain

In the last issue of Moving Forward, we highlighted some of the work that TNG has been involved in since the introduction of the Learning and Skills Council's (LSC) flagship programme Train to Gain.

In this issue, Sorcha Faherty, Avanta's Head of Business Development - Learning and Skills, takes a further look at the Train to Gain services TNG delivers for the LSC.

To help UK businesses compete, Train to Gain aims to support employers access the skilled workforce they require, meet current skills challenges and build a workforce for the future. Train to Gain sits at the heart of the Government's response to the Leitch Report published in July 2007 (Implementing the Leitch Review of Skills) that commits to a substantial investment (to the value of £900m p.a.) in Train to Gain services to improve the skills of the UK's workforce by 2010/11.

TNG has leapt ahead with this agenda, developing flexible, employer responsive training. Involved in the constant evolution of demand-led services, TNG has supported the LSC to improve on the remit, design, structure and delivery of Train to Gain services over a number of years. Since the last issue of Moving Forward, TNG has extended and expanded services offered under Train to Gain and now delivers across seven regional locations; London, East Midlands, West Midlands, East of England, South East, Yorkshire and the Humber and the North West.

"We have been at the forefront of the expanding range of LSC services delivering Level 3 pilots and involved in an innovative Women's Pilot in London. We've gathered and shared feedback from employers and learners with the LSC which in turn has enabled us to also expand our delivery of integrated and stand-alone Skills for Life qualifications."

In practice

TNG specialises in the delivery of Train to Gain services across sectors including; Leadership and Management, Advice and Guidance, Health and Social Care, Business Administration, Retail, and through operational partner Tilad; Business Improvement Techniques (B.I.T) for the Engineering and Manufacturing sectors.

"As we continue to further develop our model and services, we have found that our achievement rates continue to rise, in particular against the 60% benchmark indicated by the LSC for achievements. We've engaged with over 600 employers and 1,700 learners through Train to Gain alone, resulting in over 81% of learners achieving qualifications, rising to over 88% in certain sectors. Furthermore, we are actively promoting Train to Gain to groups that less frequently take up skills services, for example 50% of those we engaged in Train to Gain services were from black and ethnic minorities and 84% of our learners were women."

Demand-led service

Unique in the level of support offered to employers, TNG draws on both its DWP and LSC provisions. By linking the employment and skills agendas TNG provides employers with support from selection and recruitment right through to employee progression and skills development.

"Our team uses a comprehensive Organisational Needs Analysis to support employers review their needs. This means that they are offered a wide range of services so that they are not only supported to recruit the right staff, but upskill their workforce, invest in their management team and provide employee support programmes to improve staff retention to name just a few."

"Our flexible employer-focused approach and unique service linking employers to a locally available, job-ready workforce and upskilling the local labour force with the skills to access local jobs have ensured success in this evolving marketplace."

Due to its position and knowledge of both the employment and skills agendas, TNG has developed a truly demand-led approach that takes into account both the needs of employers and learners, with ongoing seamless support, from engaging hard-to-reach groups working within local communities, through to the development of higher level skills by providing Level 4 qualifications.

"By linking individuals accessing our back-to-work support and provision into job opportunities with local employers, we are able to connect individuals with employers that not only invest in their workforce but offer an opportunity for career progression to move out of the "low skills, low pay" cycle that many individuals lacking skills become trapped in."

Looking Forward

Over the coming year, TNG will be implementing a proactive marketing strategy and campaign, "Progress to Success", combining marketing literature, use of media and specialist press coverage, plus online support and resources for employers and learners.

TNG is looking forward to the future. The ongoing development of our Train to Gain service, in conjunction with our marketing campaign, ongoing development and investment in services, plus growing links with employers and learners, will contribute to the economic viability and competitiveness of our businesses and society as a whole. ^{MF}

**Progress
to
Success**

**For more information visit
www.tng.uk.com or contact our Employer
Engagement Team on 0808 20 20 300
(London and the South East) or 01604
602662 (North and Midlands).**





All Aboard

(practical solutions to meet employer needs)

Earlier in this edition of Moving Forward, we outlined the various voluntary sector organisations we are working with across Cheshire and Warrington to deliver our Pathways to Work contract. Our work with like-minded partners doesn't just stop there as our Employer Engagement teams are busy working with employers ranging from national companies through to smaller enterprises, linking them to a job-ready workforce from within local communities. Here we look at the work TNG is involved in with First Bus Group in the North West, just one of the many employers we are working with across the UK.

TNG and First Bus Group joined forces to find new bus drivers in the Greater Manchester area. First Bus Group, Britain's largest bus company, had been trying to recruit new drivers for some time, but their high recruitment standards meant that recruiting the right people wasn't always easy.

TNG stepped in to make this easier. By developing and running a two week pre-recruitment course, with a guaranteed interview at the end of the fortnight for all candidates, TNG is able to identify potential candidates before they are interviewed by First Bus. To date, the pre-recruitment



course, open to anyone on New Deal who holds a full driving licence, with no more than six points, has been a success with a number of people already being offered positions.

Candidates on the course are supported to develop their skills and confidence in a number of ways including, improving customer service skills and gaining a Health and Safety qualification. They are also given advice on interview techniques.

Carol Blackwood, TNG Employer Engagement Manager for the Northern Region said, *"This is a really exciting partnership. It is an intensive course, but everyone who has been on it says that they have learned so much from it. It is a fantastic opportunity for people who perhaps thought they would like to be a bus driver, but were worried about the interview."*

Steve Hamilton, Training Manager at First Bus Group said, *"All of our candidates from TNG have been of a high calibre, which is just what we need. It has been a pleasure to work with TNG and produce such successful results."*

Among the many positive outcomes from the partnership are Jegarkhwin Mehkow, from Bolton, and Farooq Ahmed, from Oldham.

Jegarkhwin, 30, originally from Syria, harboured ambitions of becoming a driver and jumped at the chance of attending the pre-recruitment course. After only one week, it was obvious how his confidence had grown, and he had developed skills in customer service, cash handling and gained a Level 1 health and safety work certificate. Jegarkhwin, now working as a bus driver in Bolton, said, *"The courses I did with TNG helped me immensely, I don't think I could have got the job without them. I will also be meeting new people every day, and every day will be a little bit different."*

Farooq, 38, was keen to become a bus driver but was concerned about the interview process. Throughout the TNG course, Farooq worked hard to improve his skills in cash handling, customer service and health and safety and successfully passed all of the stages of the recruitment process.^{MF}

"All of our candidates from TNG have been of a high calibre, which is just what we need. It has been a pleasure to work with TNG and produce such successful results."

What's New(s)

Janette Faherty appointed to Prowess Board of Directors

In her new role in Prowess, a UK-wide network supporting the growth and development of women-owned businesses, Janette will be contributing to the development of Prowess as it seeks to improve the infrastructure and policy environment for women looking to start and grow businesses. Prowess has more than 300 members, who help 100,000 women to start up 10,000 new businesses per year.

Janette Faherty said, "Self employment is often the solution for women looking to balance family commitments with a fulfilling career, yet women are under-represented in business ownership in the UK. Through my work with organisations such as Prowess, I aim to offer support and advice to women on what they can achieve. Avanta is committed to ensuring equal opportunities for all groups of people and aim to help women realise their potential and make the most of their careers and businesses."

Erika Watson, Executive Director of Prowess, said, "We believe that Janette will be a fantastic addition to our board of directors. She is proof that you can be a successful business woman and entrepreneur while achieving a happy balance between your family and work life. Through her work with Avanta, Janette is familiar with the issues around female entrepreneurship, the difficulties they face and how they can be overcome with the right support."

Enterprise Day Success

Over 100 people enjoyed a packed programme at London Enterprise Day on 15 February. The InBiz/TNG office in Tottenham Hale buzzed all day as clients, advisers and members of the public networked at an exhibition and attended inspirational seminars.

The day was opened by Janette Faherty and the keynote speaker was Richard Denny, the internationally-renowned best-selling author and expert in business growth. Richard filled the seminar room and an enthusiastic audience left feeling motivated, inspired and encouraged to pursue their business dreams.

New Appointments at Avanta

Avanta has recently appointed Suzy Brain England and Stuart Walkley as Non-Executive Directors.

Mrs Brain England is highly experienced, a qualified mentor and runs her own business. In addition, she is both chair and non-executive director on several boards covering both the public and private sectors.

Stuart Walkley, a qualified psychologist, brings a wealth of experience in the HR industry to Avanta gained from senior roles in both international and UK-based companies. Mr Walkley is an accomplished international public speaker and has commissioned publications on subjects such as work-life balance, cross-cultural working, and connecting people to strategy to gain a competitive advantage.

Avanta is also delighted to welcome both Lesley Williams (Group HR Director) and Barbara Hughes (Head of Quality Improvement) to the senior management team. Both are already making a significant contribution to our strategic plans that are designed to further benefit both our people and our customers.

Supporting Disability Awareness Day

TNG is pleased to support Disability Awareness Day (DAD) on Sunday 6th July 2008. Being held at Walton Hall Gardens in Warrington, DAD is supported by a week of complimentary events, including art, sport and entertainment events. In addition, TNG is supporting the employers event, taking place during the same week on Tuesday 1st July.

DAD is an annual independent exhibition organised by the Warrington Disability Partnership, aimed to promote independence throughout life and work. The exhibitors at DAD reflect a wide range of support services that help people achieve this aim and after fifteen annual events in Warrington, DAD is now recognised as Europe's largest 'voluntary led' Independent Living Exhibition.

For more information about DAD 2008, please visit www.disabilityawarenessday.org.uk.

Official Launch of Pathways to Work in Lincolnshire and Rutland



TNG officially launched its Pathways to Work contract in Lincoln on Friday 28 March 2008. TNG was awarded the contract for Pathways to Work across the Lincolnshire and Rutland Jobcentre Plus District by the DWP and commenced delivery with support from a number of subcontractors on the 3rd December 2007. The event was well attended by some 50 people including Peter Hull, Deputy Director for DWP.

TNG and its partners are delivering the contract across the whole of the Lincolnshire and Rutland District from offices in Lincoln, Mablethorpe, Grantham, Gainsborough, Skegness, Boston, Spalding, Stamford, Sleaford and Louth.

The official launch of our Phase 2 Pathways to Work contract in Cheshire and Warrington will take place over the summer of 2008.

Success with SFEDI

Towards the end of 2007, InBiz was awarded SFEDI Centre of Excellence status for both Enterprise Development and Business support and is one of only sixteen organisations to hold this award. SFEDI was established to set the standards for premier league business and learning support providers, and the awards recognise excellence in enterprise training and support.

At the first annual SFEDI Awards, held at BAFTA in London in April, Terry Owens, founder of InBiz, part of Avanta, won the Enterprise Champion-Business Owner/Entrepreneur and the Overall Enterprise Supporter categories for the contribution he has made over many years to enterprise.

Avanta came runner up in the Enterprise Champion – Corporate category, for its work in bringing employment and skills development to local communities through its network of over 80 offices across the UK.

Redcar offers Avanta's first combined employment, training, skills and enterprise offering

The office in Redcar was officially opened by Vera Baird QC, MP for Redcar, on Friday 28th September 2007. Offering services from both TNG and InBiz, the new office was the first in the UK to deliver programmes from the whole of the Avanta Group enabling us to offer a total solution for taking people from welfare into work.

The Redcar office delivers a range of New Deal programmes for young people (18 - 24), for adults, the over 50s, lone parents providing support, advice and guidance to assist the unemployed into employment or self employment. Two further Avanta initiatives, BusinessClub365, an on-line resource for SME's and Advance365, an on-line learning management system providing over 450 e-courses, are also available from the new office.



Support, training and advice for people and organisations

TNG offers:

- Individually tailored help to support people get back to work
- Advice and guidance to help people start and run successful businesses
- Working with employers to recruit the right people
- Helping businesses to train their staff

TNG 
www.tng.uk.com

Get advice Get planning and Get set for business

Training and support to become self-employed...

InBiz business support programmes offer:

- Expert business advice and guidance
- Help developing a business plan
- Business Awareness and Planning workshops tailored to your needs
- Advice in raising funds
- Help preparing financial plans and forecasts
- Support to set up a business bank account
- A chance to test your business for up to 26 weeks while still getting benefits

InBiz
www.inbiz.co.uk