



Moving Forward

Avanta incorporating:

TNG  InBiz

Contents

	Page
About Us	4
Helping people get back to work	6
Helping people to start and run successful businesses	8
Helping employers recruit the right people for their business	10
Helping employers train their staff	12
Working in partnership	14



About Us

By combining the strengths of TNG and InBiz, the Avanta companies can provide an entire suite of services that really do change people's lives for the better.

Whether it's helping individuals get back to work or set up and run a business, supporting employers to recruit the right people or train their existing staff, we are committed to providing services that make a positive difference to both people and organisations.

We take pride in the work that we do, and those that we work with. Whatever their circumstances or background, our customers are assured of a service that takes into account their individual needs. This means that they will achieve their own goals and enable them to plan for the future.

Our on-going investment, collective knowledge and the commitment of our entire team ensures total customer satisfaction is achieved time and time again.



Helping people get back to work

We recognise that one size does not fit all and that it can be difficult taking the first steps back into work. This is evident in the work that we do with people looking for a job.

With over 20 years experience helping people find a job and keep it, we help our customers to overcome perceived personal barriers to employment and give them support with CV writing, interview tips, job search resources and links to employers. In addition we offer support and guidance on training whether it's to brush up reading and writing skills or learning to use the latest computer technology.

We also help with other things, like finding suitable childcare, providing practical help with transport costs or money towards interview clothes.

Our mentoring support is designed to assist customers to boost their confidence and overcome personal hurdles. This can be invaluable at all stages of job search and even continues once in employment.



Helping people to start and run successful businesses

Self-employment is not an easy option and it takes a lot of hard work to be successful, but it is rewarding. We specialise in helping people to start and grow successful businesses and have already helped thousands of people to realise their dream of setting up their own business.

We provide the advice, support and guidance that are needed to get a business idea off the ground. From writing the business plan, preparing costings, producing sales, profit and cash flow forecasts, to signposting sources of finance and test trading once the business is up and running, people get the full benefit of our professional business counselling and advice services. Our trained Business Advisers work with individuals and take into account their experience, skills and circumstances to ensure that our support fits their needs.

We continue to support individuals to ensure they can deal with the challenges they are faced with and successfully grow their business in the future. Our clients can call for free business advice and support at any time and can be rest assured that even if we can't answer all their questions, we'll put them in touch with someone who can.



Helping employers recruit the right people for their business

Recruitment is an expensive business, so employers need to know that they are getting the right people who are up to the job and have the skills and knowledge their business needs. After all, it's the people that make a business what it is, so finding the right person for a job is what it's all about.

With our service employers feel like they have an additional pair of HR hands to do the hard work for them, giving them more time to focus on the other demands of their business. We take the time to get to know each company and what they're looking for and then tailor our service to meet their precise recruitment needs. This means that we take care of everything from CV sifting, arranging interviews to training any new recruits before they start work. We carefully match candidates to jobs, so employers can be confident we'll send the right people with the right skills every time. And the great thing from an employer perspective is that the service is completely fee free.

We invest time and resources into every person we help to ensure that they have the personal qualities, skills and motivation employers need. We offer jobseekers a range of support from training, work experience and mentoring through to helping them organise childcare and funding their travel expenses in the first few weeks of starting work.

And we don't just leave them to it once a vacancy has been filled. We continue to stay in touch to make sure everything's running smoothly.



Helping employers train their staff

Well trained staff don't just do things right; they also do the right things! Training can make staff fully aware of what actions cost a company money and those that add value to the business. So it's not just a question of improving efficiency and eliminating error, it's also about recognising the activities that make the most money and have the highest margins. Our range of programmes and services ensure that both new and existing members of staff have the right knowledge and skills to enable them to deliver business goals. This might include programmes of development leading to nationally recognised qualifications, or shorter training courses covering specific issues such as Food Hygiene, First Aid and Health and Safety in the Workplace.

We offer a wide range of management and team leading courses assisting individuals to develop and improve managerial skills. Younger staff members can be offered the chance to undertake an Apprenticeship that gives them the right skills and training they

need to do a particular job, learn on the job, build up knowledge and skills, gain qualifications and earn money all at the same time.

By working closely with employers, we identify and ensure the skills needs of their staff are understood and deliver training and assessment to meet these needs. Whatever development activity is required, employers can be sure that it will be the right one for their business and its people and that they will be developing a workforce with the skills their business needs to succeed.



Working in partnership

We have always recognised the importance and value of working in partnership to broaden our delivery offer and by working with others we believe we can add even greater value. Our aim is to offer a flexible, high quality 'one-stop' shop of support, training and advice services for both people and organisational development. Local partnerships are key to our success in achieving this.

By working in partnership with like-minded organisations we aim to help people become more employable, improve their skills and find satisfying and sustainable work. Our partnership approach also ensures that we support employers to develop their businesses and achieve success in today's demanding market place.



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