



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) and other equalities legislation.

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, leadership and managing change.

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 20 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 Project 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 and/or accredited Management Development Programmes (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.

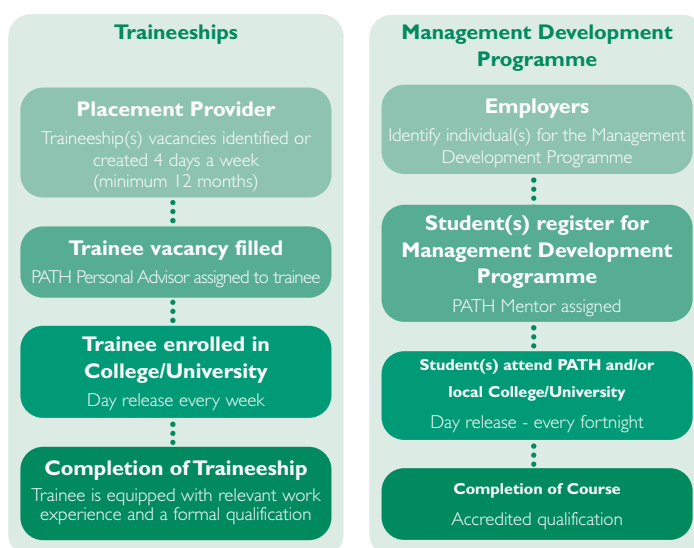
### There are two basic models that all programmes are designed around.

**Path trainees** are individuals who are placed with employers to gain on-the-job experience, whilst attaining a professional accredited qualification.

They are chosen through a rigorous recruitment process designed to find candidates with exceptional potential to succeed in their chosen profession. Trainees work to the same level as an employee in that position and are given support through the Path National scheme to help them to succeed.

Our trainees are highly skilled and competent individuals who have the potential to add value to organisations by becoming the managers of the future.

**Management Development Students** are BME employees working within the public sector, who are working in a supervisory role or progressing towards management positions and want to gain an accredited qualification. The programme is also targeted at employers within the public sector who are looking to cost effectively up skill their employees.



## Costs

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

Recruitment/Advertising (single payment)	£2,000 - £5,000
Salary	£20,000 - £25,000
College/University fees	£2,000 - £3,000
Administration, trainee support and personal development courses	£4,000 - £5,500 per annum
<b>Total (approx) exc VAT</b>	<b>£28,000 - £38,500</b>

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)	£1,000 - £2,000
Trainee Allowance	£10,000 - £14,000
College/University fees	£2,000 - £3,000
PATH administration, trainee support and personal development courses	£4,000 - £5,500 per annum
<b>Total (approx) exc VAT</b>	<b>£16,500 - £22,500</b>

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

**saving up to £22,000 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
<b>Total (approx) exc VAT</b>	<b>£3,500 - £5,000</b>

### Costs for PATH National Management Development Programme

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

**saving up to £3,300 per trainee**

### One day Development & Training courses with other organisations

<b>Total (approx) exc VAT</b>	<b>£600 - £2,000</b> per person
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### One day Development & Training courses with PATH National

<b>Total (approx) exc VAT</b>	<b>£75 - £110</b> per person
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Discount rates are available for partner organisations and are free to trainees and Management Development Programme students

Subsidies are available subject to eligibility

**saving up to £1,925 per trainee per day**

## Next Steps

- 1** Contact your Project 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



## For further information please contact

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