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Rotherham College  
North Notts College  
Dearne Valley College  
and  
University Centre Rotherham

Part of  
**RNN** GROUP



# SKILLS FOR EMPLOYMENT

## Power Skills for our Future Workforce

### We Understand What Employers Need to Grow their Business.

RNN Group is an education and training provider, meeting the needs of thousands of employers, adults and school leavers every year and contributing at the heart of our communities.

The Group understands the need to support local and regional employers by providing work ready employees, both entrants to the job market and those re-joining the job market due to family commitments or a change in career.

### What is 'Skills for Employment'?

#### Skills for Employment is a new RNN Group wide initiative where learners will prove they have the Power Skills needed for employment.

Learners will work to complete ten skills for employment - Power Skills - during their time with us which will include the following skills:

- Communication
- Creativity
- Critical Thinking
- Decision Making
- Leadership, Adaptability and Flexibility
- Problem Solving
- Proactive and shows initiative
- Resilient
- Self-Management, Hard Working and Reliable
- Time Management

We also know that Skills for Employment are not just those found in the classroom or an exam room.

Power Skills\* needed to grow our economy are transferable from job to job to organisation to organisation. These skills are more than just qualifications.

We know that employers consistently talk about the lack of these power skills especially in younger staff.

Therefore RNN is launching a new scheme to ensure employers get the employees they need with the skills they need: Skills for Employment.



### How will Learners show they have these skills?

Learners will demonstrate they have understood and developed these skills by showcasing three examples of each skill which would be logged on the internal Group system by staff which learners could then download into a digital certificate with the skill included on it.

This would complement their course qualification ensuring that key transferable / Power Skills are being gained alongside their academic qualification.

Additionally, learners - on leaving the Group - will be able to download a record of their attendance which employers can request so that this important skill is also accounted for.

*Power Skills
Communication
Creativity
Critical Thinking
Decision Making
Leadership, Adaptability and Flexibility
Problem Solving
Proactive and shows Initiative
Resilient
Self-Management, Hard Working and Reliable
Time Management

### STEP 1

**Learners studying with the RNN Group will all be offered access to the scheme.**

They will be given time and support from their tutors to achieve these Power Skills.

### STEP 2

**Each time a learner is working towards achieving a Power Skill, they will need three evidence types to support their achievement.**

For example, for communication they may have to attend and support an open event and give customer service to prospective students, make telephone calls or emails in a professional manner and build confidence speaking to employers.

### STEP 3

**Learners will be rewarded with a certification of achievement in attaining each Power Skill.**

After attaining each Power Skill, learners will be awarded a certificate for achieving all ten becoming incredible assets to local, regional and national employers.

### STEP 4

**Help us empower your business and our learners by supporting our Skills for Employment scheme**

We will work with employers to discover what skills you need for your future workforce and how best we can achieve them together in partnership.

## Employer Support

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### How Can You - Local and Regional Businesses - Help Us?

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This is the easy part! Show your support by allowing your logo to be present on the RNN Group website endorsing this scheme and any future leaflets. You will support a Gold Standard Certification focusing on these all important transferable Power Skills for learners and other employers.

We want all employers to know that if they are hiring a learner from RNN Group with some or a full complement of Power Skills, they are hiring a top class employee who has the skills for employment to help you grow your business and achieve success.

### Get Involved

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You could also help by becoming involved in supporting a learner to gain a skill through work experience or an industry placement, to help gather the evidence required for each stamp.

Whether by supporting a customer showing communication skills or being creative when something goes wrong and then seeing resilience when they get on with the job after making a mistake.

Whether it be problem solving and showing initiative by then turning that mistake into a positive outcome or being adaptable to help you where you need it, you know you have a great employee with the right skills.

**We're currently working with over 20 local employers to achieve a Skills for Employment Gold Standard to be recognised across South Yorkshire and North Nottinghamshire.**



## Skills for Employment Gold Standard

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**This scheme is endorsed  
by the following local and  
regional businesses:**



## Get in Touch

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To find out more or sign up, email:

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