

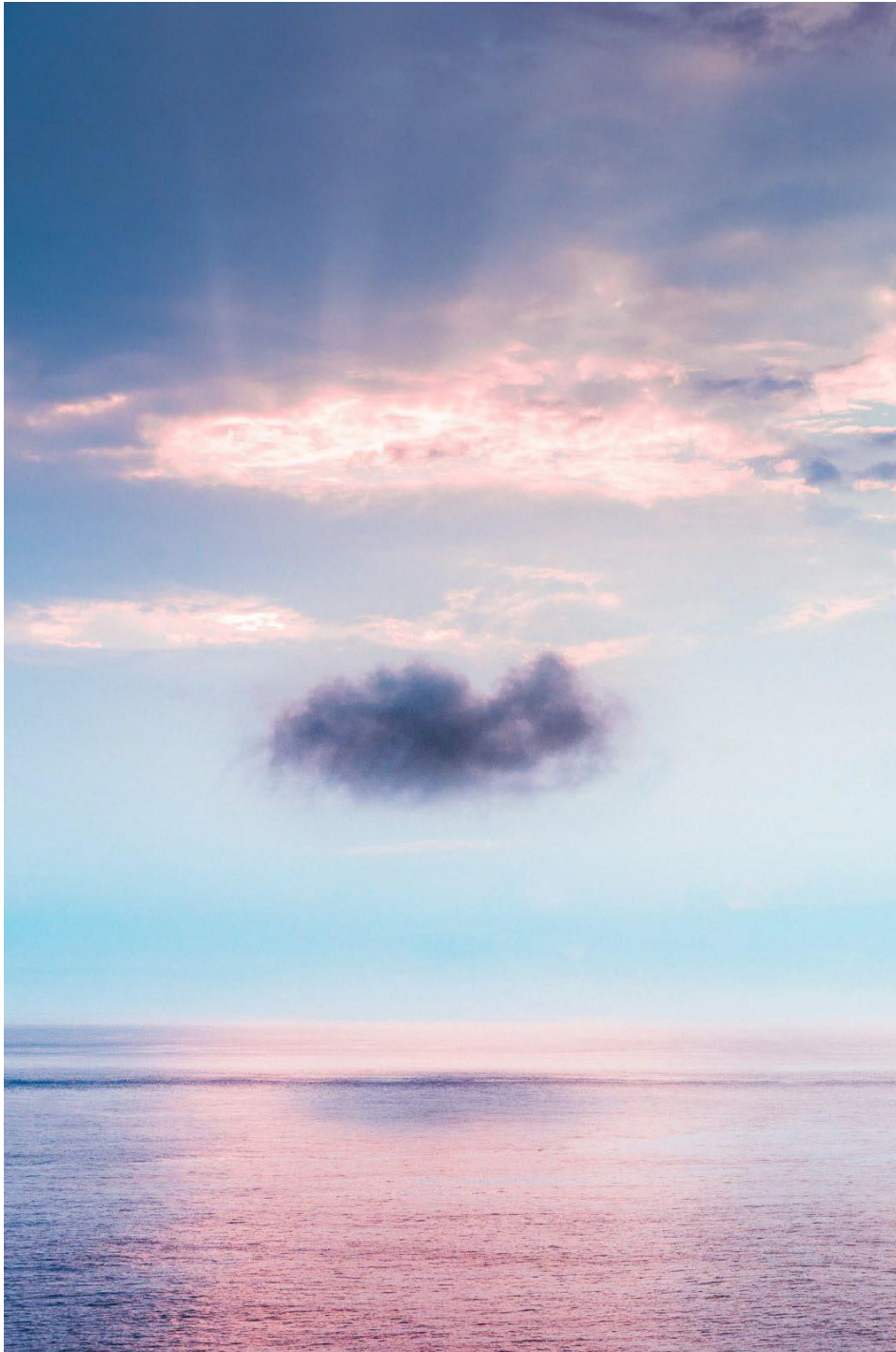


Skills Group

Strategic Plan – (Vision, Mission and Values)

2025-2027





Welcome to our Strategic Plan and Vision. We are delighted to share our future ambitions with you as staff, learners, and stakeholders.

Our vision highlights how we will support the future prosperity, economic vibrancy, and growth of the region.

This is an exciting time. We are at the forefront of educational change using technologies to drive forward new methods of delivering quality education and training. We are committed to providing the best teaching and learning experience through innovative and practical technology and a wealth of experience to enable our learners and staff to achieve their full potential.

We work in partnership with top local companies from large, medium to small enterprises which kick-start careers and maximise business performance.

Skills Group is one of the largest independent training providers in the country and one of the longest established within Plymouth. Skills Group provides a safe and healthy environment for staff and learners which promotes respect and diversity.

Over the last decade Skills Group has invested over £6 million in training facilities to create realistic working environments and our state-of-the-art workshops are fitted with the tools and equipment used by industry.

Our specialist and dedicated staff are committed to supporting both the employer and the learner throughout their time with us.



Mark Boulting
Managing Director

Our Mission

To be the provider of choice, guided by a set of core values that enables staff, learners, and their families to achieve their full potential to succeed and excel.

Our Vision

Skills Group is committed to the communities we serve. We are proud of the positive impact we make on the lives of the people, and we are committed to their economic growth and wellbeing. We are a place of aspiration, inspiration and success.

- Learners to be at the heart of everything we do
- To have qualified, professional, and passionate staff with the resources they need to empower learners and enrich their learning journey
- To ensure employers choose us because we equip people with the skills, they need to help their organisation thrive
- To be an open and honest organisation and proud that we nurture the talent, well-being and ambitions of our learners and prepare them for the challenges ahead
- To transform the lives of hundreds of learners every year creating new opportunities and enabling learners, employers, parents, and stakeholders to thrive and develop them into respectful citizens
- To continually improve our quality, our success and learning outcomes for all learners





Our Values

Accountability

Everyone is accountable for their actions, including publishing accurate and timely information on performance

Learner Focus

Promoting high expectations and ambitions for learners and staff with outstanding teaching, learning, assessment and putting the learner first

Vision

Clear, concise, and shared, enriching our community through outstanding skills, knowledge, and behaviors

Empowerment

Everyone is empowered to influence decision making with total trust in the honesty and integrity of staff

Respect

All learners, staff and stakeholders feel listened to, valued and respected

Strategic Principles

Value

We aim to provide training solutions for employers and learners designed to meet their needs, offering excellent value both financially and materially. We give learners and staff the opportunity to develop their talent and achieve their full potential at this time in their lives.

Experience

Our managers and staff have extensive knowledge and experience and are kept up to date through their Continuing Professional Development (CPD), standardisation and regular training. We have over 20 years' experience of Work Based Learning (WBL) and the industries we work with, and we understand the value of excellent relationships with employers; many employers were once our apprentices.

Quality

Our aim is to ensure that quality is paramount to every aspect of our work and that staff embrace it as such and do not view it as something that is forced upon them. Through our partnerships with employers, we aim to offer high-quality programs that both challenge and stretch our learners throughout their chosen apprenticeship.

Recognition and Celebration

Celebration of our shared achievement is important and motivating for us all. We actively encourage participation and involvement in pursuing both learner and employer recognition through the achievement of national and local awards.

Self-Reflection and Review

Continuous improvement is important to the company's achievement and brand, and we're investing millions in physical resources and human resources

Prevent Risk, Safeguarding, Equality and Diversity

We are committed to building a culture of safety and reducing risk to keep learners safe, well informed, and aware. These values are a top priority and at the heart of our business. We share these values with employers and other partners to reinforce our commitment.

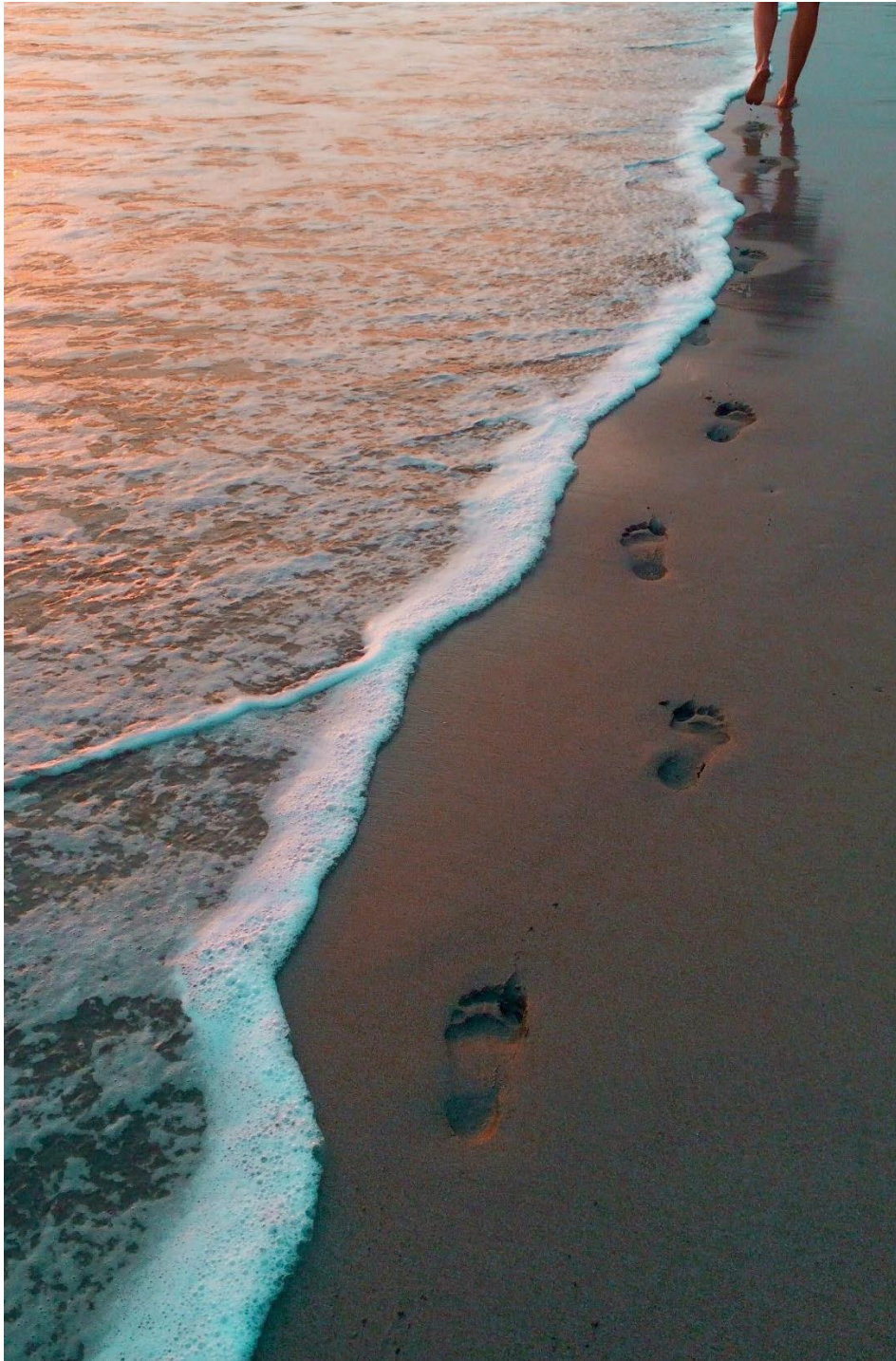
Common Values

Democracy, Individual Liberty, Rule of Law, Mutual Respect and Tolerance; embracing these values as part of each curriculum area is key and sets the bar we aim to maintain.

Learners have the opportunity, through our questionnaires and awareness activities, to tell us how we can positively embed these values into day-to-day activities.

Transparency

Being an open and transparent organisation, keeping people informed is consciously considered when updating our website and marketing materials to meet the Impartial, Advice and Guidance (IAG) we provide. Our Whistleblowing Policy is on our website. Through surveys and open dialogue with our customers, we welcome feedback and recognise the value this has to our business.

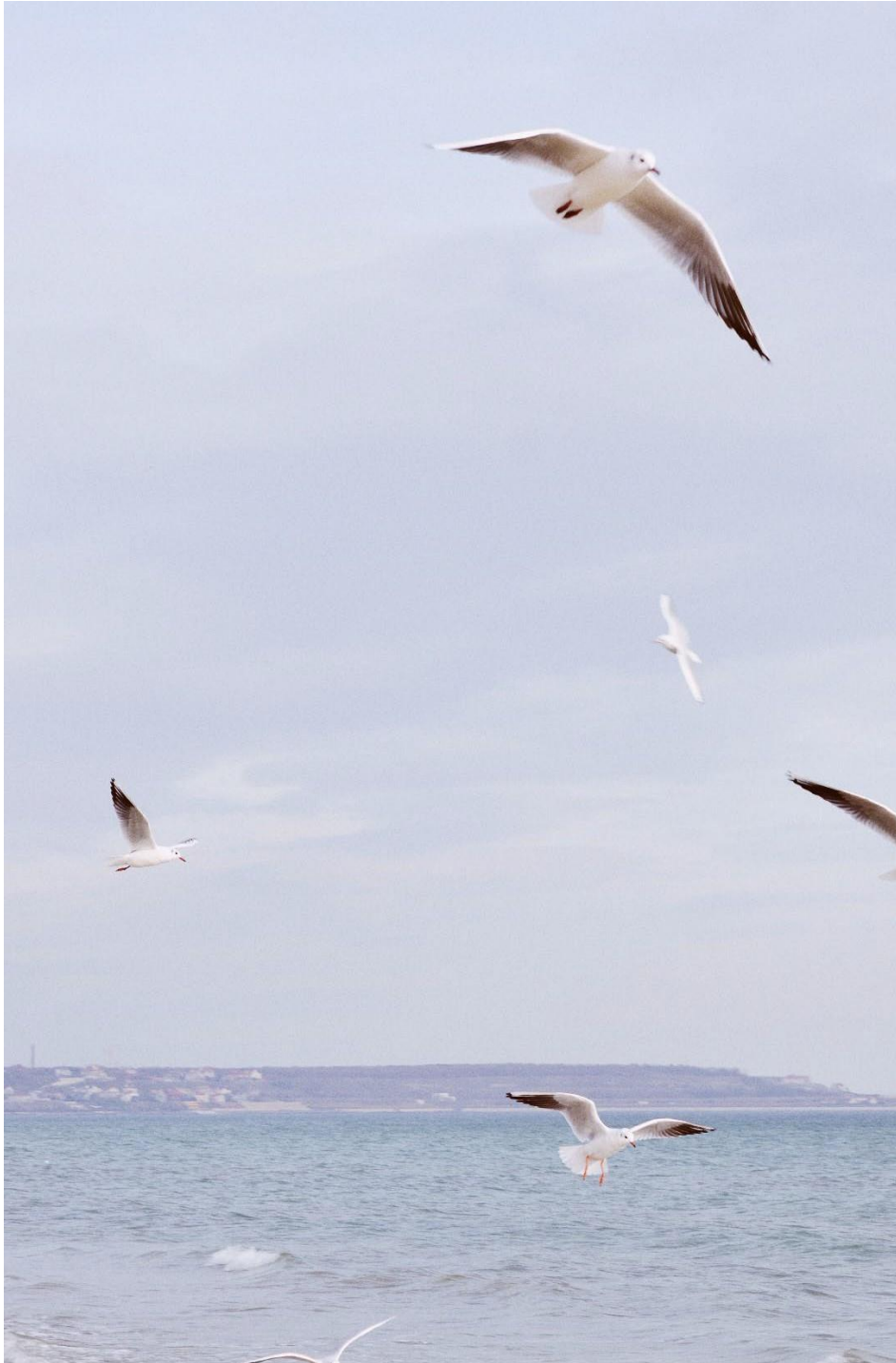


Our Principles

- Ensuring excellence in teaching and learning
- Develop outstanding performance across all aspects of the organisation
- Develop provision in priority areas including Apprenticeships and Study Programmes
- Develop entrepreneurial attitudes
- Ensure an outstanding sustainable and industry standard learning environment

Our Strategic Priorities

- Deliver excellence and increase participation
- Deliver a highly engaged, committed and skilled workforce
- Deliver outstanding teaching and learning and assessment
- Achieve financial sustainability and improve efficiency
- Provide all learners with the skills, knowledge, and behaviors to be able to become actively and economically self-sufficient citizens



By 2026 we will:

- Still be one of the top ranked providers for Apprenticeships and employability training across the region
- Be the first choice for learners and employers in the markets we serve
- Be a Centre of excellence for high needs, with further high needs learners accessing our provision
- Be recognised nationally for the impact we have within our communities
- Be an 'Good' financial graded provider



Deliver excellence and increase participation

Our provision will provide for the future skills and needs of the community and employers enabling them to prosper.

- Through our offer we will nurture entrepreneurial skills and support future creators
- We will broaden access to skills and education for communities where barriers may exist and will seek to transform the well-being and skills of those at risk of disengagement or exclusion
- We will ensure we deliver the best quality provision to support innovation and improvement in our business operations and delivery
- We will encourage proactive engagement with leaders of the region who will help inform developments in curriculum. Our delivery will meet the needs and priorities of key local and regional stakeholders to enable economic vibrancy, prosperity and well-being.



Deliver a Highly Engaged Committed and Skilled Workforce

Skills Group believes in the future success, commitment, and passion of its staff

- We will ensure that we focus on the well-being, skills, and happiness of our staff. We will continue to invest in personal development, encourage innovation, support the skills and talents while creating excellence
- We will attract the best people to work with us, we will be recognised for the exciting and supportive culture we have created and be recognised as an aspirational employer
- Education is a rapidly changing world; therefore, we will continue to develop and encourage our staff to be creative with their skills to create and inspire learning and fulfil learners' real potential
- We will recognise our learner's success and celebrate their achievement. Our staff and learners belong to a community of passionate advocates who are committed to their job roles



Deliver Outstanding Teaching, Learning, Assessment and Commercial Services

Skills Group is committed to delivering outstanding experiences for its learners and measures its success through their success and feedback

- Our learners will be supported to develop good behaviors and attitude skills, to think creatively, be confident and to have the ability to deliver excellence
- We will ensure our learners will develop the employability skills necessary to progress in this ever-changing world enabling them to meet their full potential
- Employers will be seeking well-rounded employees and we will ensure the skills of our learners will add value and make a positive impact within the working environment and will impact the skills of the community
- We will champion the learners voice in our corporate and operational decision making to enable learners to own their experiences



Achieve Financial Sustainability and Improve Efficiency

Skills Group will achieve financial stability by growing talent

- Financially resilient – To ensure we are financially sustainable
- We are committed to ensure quality of provision and ensure we support our learners and stakeholders in their future success
- Growth and prosperity will be achieved from unlocking the organisation's potential, diversification, and collaboration with its Stakeholders
- Engagement with industry and work-based learning solutions will continue to be a key driver to Skills Group's economic well-being
- We are committed to the principals of improving efficiency in our business operation.



Head Office & Training Centre

Western Wood Way
Plympton
PL7 5BG

01752 332 442

Skills Group Training Academy

8-9 Derry's Cross
Plymouth
PL1 2SG

01752 332 449

www.skillsgroupuk.com

Authorised By

Mark Boulting
Managing Director

