



Career and Talent Development Programmes



From early careers to senior management, our world-class programmes have been transforming business performance, behaviours and leadership for over 45 years.

Why STS?

The success of our tailor-made programmes has centred on our deep understanding of our clients desired outcomes. We incorporate your business ethos and concentrate on delivering tangible results, through our tireless care and personal attention, of which, our strong customer loyalty is testament.

Our courses are high impact, offering experiential learning that integrates the development of key behavioural skills through activities. We shape programme content to deliver significant benefits to personal development and corporate behaviours which positively influences individuals and teams across business sectors.

“We can give an idea to Skern and they turn that idea into an engaging activity or mini workshop – that’s what’s fantastic about the team. Skern listens to our requirements and develops a fun, memorable programme for the apprentices that effectively embeds our core values, creates networking opportunities, and importantly builds their confidence.”

BMW

“A very powerful learning experience, one of the best courses I have been on and so I would highly recommend it. It was great to feel supported whilst challenging myself.”

Learner

95%

of participants have scored STS tutor delivery ‘excellent’

91%

of participants have scored STS ‘excellent’ at improving their self-awareness



Our clients

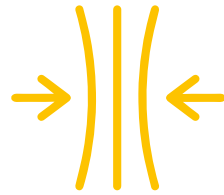


Why outdoors?

Experiential learning lends itself well to increasing behavioural awareness and can include a focus on the development of a range of skills:



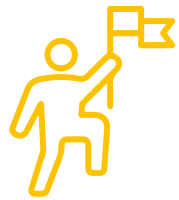
Team working



Resilience



Providing and receiving feedback



Leadership styles



Positive working relationships



Confidence



Communication and Interpersonal skills



Trust



Problem solving



It's wonderful to see the progression and energy achieved by learning through activities in an outdoor environment. Everyone leaves our sessions filled with enthusiasm, confidence and a sense of personal growth. We love being part of that.

Our expert team

Like many businesses, you're only as good as your team. We are hugely proud to have the very best team of skilled experts who deliver consistent, high quality and professional training. Our approach is informal but meaningful and productive. Our success is based on quickly developing sound working relationships which creates a friendly and productive environment for learning.

Safeguarding

In line with industry, licensing and insurance requirements, every team member is fully qualified in the activities for which they are deployed, enhanced DBS checked, and are trained in safeguarding. All risk assessments are available via an online portal which is shared when required. Our locations hold numerous nationally recognised endorsements including;



What you can expect

- Detailed knowledge and experience of sector
- Flexible, adaptable and bespoke programme
- Professional passionate team
- A dedicated STS Course Director
- Full catering and accommodation
- All activity equipment, PPE and kit
- Public liability insurance
- Culture of learning – it's what we do



Choose from 12 Inspiring Learning adventure centres across the UK

Pick from our flagship site, Skern Lodge, in North Devon, set on England's Adventure Coast; or a further eleven Inspiring Learning centres nationwide, or alternatively we can come to you.

With well-appointed beds across a variety of comfortable indoor accommodation with standard single and shared bedroom accommodation, there's something to suit any group.

Adventure Lodges and Eco Pod villages are an additional option at some centres, which have a lovely community vibe. Your group can also use yurts for social spaces and enjoy campfires in the evening.



Our approach: instilling behaviours that transform your team

Whether you're looking at developing your future management team, supporting new employees to kick-start their career or bringing a group together to work on your next big project, we will design a programme for you that markedly improves performance.

We like to provide an 'educational window'. Our job is to help a participant see the journey ahead by preparing mindsets for learning even before their training starts, and delivering a programme that helps them access the opportunities on the other side of that window.

Our experiences provide practical opportunities to develop meta-skills on topics such as time management, presenting yourself and first impressions to others. Often undervalued, we know these basic skills play a big part in future career development, and we acknowledge these during our programmes.

“The self-awareness component of the course was highly valuable, with regards to the image I project to others in a group situation.”



Early careers

When starting out on a new career path there is plenty to learn and relationships to build. It is a period of growth, when building confidence, determination and resilience is key. Our early careers programmes accelerate the development of these skills, and equip individuals with the tools they need to succeed in their career.

Teams

It's true, teams take a while before they work together effectively. We can fast-track these stages and address any specific issues. Wherever your team are in their process of development, we focus your group on its collective goal and provide the springboard for more effective working relationships.

Leaders

Leadership is a skill that needs to be learnt. Providing the right level of challenge to ensure that individuals are pushed to their full potential is something our skilled trainers can control in a supportive environment. Facilitated feedback provides the opportunity to grow and apply that learning back into the workplace.

Levy-funded apprenticeship development training

As an approved main provider, our courses can be designed to align with apprenticeship standards, allowing the training to be levy funded. We are proud to be approved by the ESFA as a main provider of levy-funded apprenticeship development courses. EFSA's behavioural standards are used as a backdrop to every programme, which often forms a part of the off-the-job training requirement.

Our Process:

How we work with you

Everything starts with you. One size does not fit all. Our expert trainers continuously review and adjust sessions and can create follow up courses to ensure lasting effectiveness.



Pre-course

Our programmes are designed to address the learning outcomes you want to achieve and high-quality preparation is a key component of a successful course. Our expert team will co-create a programme with you that is learner-centred, and incorporates feedback from the thousands of training sessions we have already delivered to ensure you get the very best results.

We like to meet our clients, assist in the preparation of pre-course communication and documentation such as agreed course content, 'joining instructions', medical/dietary information and evaluation methods. We will also provide you with risk assessments needed to satisfy health and safety requirements.



During

We work with participants and your other stakeholders to ensure the programme reflects your learning intent. Many courses alter as needs change and this is easily managed through regular, direct liaison with our skilled delivery team. We adapt programmes in real-time to ensure every individual's needs are addressed.

Programmes include both exciting and learning-focused activities, ensuring real personal growth can be achieved. Reflection sessions, development and leadership models are well-timed to fit throughout the programme and are matched with activity experiences. Every course participant will feel they have had a worthwhile learning experience, rather than sitting in a room being lectured to. It's a truly immersive experience with everyone getting stuck in.



After

Of course the end of the course is not the end of the learning. Indeed, you may argue this is the start of the real return on investment. Skern shares evaluation data and any evidence of course outcomes quickly after each programme. We like to continue our customer dialogue to reflect and share our thoughts ensuring any learning gained or demonstrated is taken back to the workplace.

Follow-up programmes

For many of our long-standing clients, our courses have become main components of long term training packages, progressing each year and gaining momentum as a fundamental part of business development. Lots of our clients invite us to their workplace for a follow-up day with participants to see how the action plans are progressing and to deliver a few activities to really anchor this.



Case study:



“Skern Training and Skills was the perfect fit for M Group Services’ requirements.”

Finding an apprenticeship provider

M Group Services, a leading essential infrastructure services provider operating within water, energy, transport and telecommunication sectors across the UK and Ireland, have been running apprenticeships alongside other organisations for a number of years.

When the Group wanted to enhance apprenticeship opportunities with team-building activities, bespoke programmes and opportunities to learn ‘off-the-job’ in a residential setting, it needed a new, interdisciplinary provider.

Working in partnership with Skern Training and Skills, M Group Services made their apprenticeship training programme more bespoke and impactful.

Jayne Ellison, M Group Services’ National Apprenticeships Manager, said, *“It was important our chosen provider understood and aligned with our vision and values, and recognised what we were trying to achieve with a residential element to our apprenticeship development scheme. I quickly realised that with Skern Training and Skills we had options to deliver our programme at a range of activity centres across the UK. This was ideal. With our apprentices based nationwide, we needed a partner with locations nationwide as well.”*

What makes apprenticeships unique with Skern Training and Skills

Skern Training and Skills gives its partners the opportunity to create a tailor-made apprenticeship programme design. Through collaboration it can incorporate an organisation’s culture, vision and values, creating powerful learning outcomes. This way of working encourages personal development and growth that seamlessly absorbs an organisation’s values and vision, making a big difference back in the workplace.

Jayne commented;

“The Skern Training and Skills team quickly understood our culture and objectives. The experience has been great. There is continuous communication and feedback sessions once or twice a year, following the programmes to make sure we’re getting the right outcomes for the apprentices.”





M Group Services’ Apprenticeship Development Scheme (ADS)

The tailored programme created for M Group Services covers the foundation blocks of learning, including interpersonal communication, teamwork, collaboration and professionalism. Identifying leaders of the future and building confidence are also central to the Group’s Apprenticeship Development Programme (ADS).

Jayne added:

“We blend classroom learning and various activities with learning outcomes to encourage enthusiasm and help the apprentices get to know one another better.”

“A big thing about our ADS is consideration for mental health. It’s really important for us to look after our people and these development opportunities offer our apprentices a memorable experience that really gives them a positive boost. Being yourself, developing confidence and gaining support from peers, they get prompted and encouraged to try things that they perhaps didn’t think they could do.”

Apprenticeship programme success

The effectiveness of M Group Services’ ADS is evident not only within the workplace but industry wide. M Group Services won ‘Apprenticeship Programme of the Year 2022’ in The Learning Awards and is now short-listed for ‘Apprenticeship Initiative of the Year 2022’ in the Construction News Workforce Awards.

Since launching its ADS, M Group Services has started a graduate scheme working with Skern Training and Skills to create and deliver a bespoke development programme specific to graduate’s learning needs. Discussion are also being held about a further development/upskilling programme for apprentices who are already at level four or five or are existing employees.

Recommendations for other organisations

Jayne said, *“Come with some idea of what you’re trying to achieve, but then really draw on the Skern Training and Skills team’s experience. Visit their different training and activity venues, because all of them have different benefits that can suit different programmes.*

It’s definitely a worthwhile thing to do and the apprentices get so much out of it. Managers do too, they get just as much out of it as the apprentices do, because they’re actually seeing the apprentices relax and be themselves. It’s wonderful.”

Case study:

Creative Pod.

For Creative Pod, their objectives were pretty clear, they wanted to have fun, let off steam, improve communication skills, and bond more as a team away from the office.



Full-service, creative, design and marketing agency, Creative Pod, took part in a two-day behavioural skills course with Skern Training and Skills at their flagship activity centre, Skern Lodge in North Devon. Although they didn't have any initial expectations, there was a slight level of apprehension from the team stemming back to their youth and memories of school trip experiences. The team was also curious as to whether they would feel the benefits after this type of experience back in the office, and if the activity programme would be inclusive enough for all team members.



“Skern Training and Skills team read us as a group so well and ensured every team member achieved our trip’s objectives, and really felt part of it. They are exceptional.”

Matt Turner, Creative Pod’s CEO

What were the objectives for your Skern Training and Skills programme?

At Skern Training and Skills, the most integral part of designing our programmes is fully-understanding an organisation’s goals and objectives. We create fully bespoke programmes that achieve the learning goals and outcomes for both individuals and groups as a whole. So finding out what an organisation wants to achieve from their experience, and long-after that, is fundamental to its success. We aim for longevity and nurturing behavioural skills through the clever use of activities from kayaking to climbing. It was also important that the programme and location catered for their wheelchair-using member of the team, so they could all experience the same activities and have the best time..

Matt continued, *“The trainers went over and above to support our team’s needs ensuring we could all take part in pretty much all of the activities in a completely inclusive fashion; without creating any additional unwanted attention.”*

Marketing Executive at Creative Pod, Becca Torricelli said, *“From start to finish Skern Training and Skills went above and beyond to support my accessibility needs. From sending me videos of the disabled accommodation to ensure it would suit my needs, to having an individual catch up in order to discuss what types of activities I could participate in and how they could best accommodate me to ensure I was as involved as possible.”*

How would you describe your experience with Skern Training and Skills?

Matt Turner, Creative Pod's CEO said, *"Skern Training and Skill's activities and instructors are second to none. The entire experience has been invaluable. As a CEO I learnt more about certain team members in two days than I would in 12 months. It's given me a fantastic insight, as well as giving me the opportunity to show the team that I am actually human! We've had heaps of fun, bonded as a team and ultimately learnt things about each other that you wouldn't know or get to learn about in an office environment. It has also enabled us to see what other skills individuals on the team have like analytical problem solving."*

The residential aspect of team building trips is also essential to get right. Comfortable accommodation and a delicious menu are equally important requirements, as well as considering every individual's needs.



Matt continued, *"The food was first class especially as we have a vegan, veggie and celiac. We have team members of all ages and fitness levels and again all of the activities built into our programme could be completed by all."*

Marketing Executive at Creative Pod, Becca Torricelli added, *"The team at the centre were excellent at ensuring I was safe doing the activities at all times and thinking outside of the box to adapt activities so that I could participate. A special thank you has to go to Skern Lodge's Head of Training, Andy, who made me feel so incredibly welcome and who nothing was too much trouble for."*

What impact have you seen back in the workplace following your training?

Matt Turner, Creative Pod's CEO commented, *"I can already see the benefits in the office, there's a real sense of unity across the company from the top down. This trip has been invaluable as due to Covid-19 and our organisation massively expanding, some of the team hadn't met face to face. I can tell that it has really helped fast-track team building and has improved communication."*

I have seen the positive effects of behavioural training and how it's helped team members. Staff retention is now at 90%+ and interestingly productivity has increased in stressful situations - there is definitely something to be said for activity challenges expanding comfort zones."

What advice would you give employers considering a programme with Skern Training and Skills?

Matt continued, *"Do it! Even if you think it's not worth it, or not everyone will attend, or it will be a waste of money. It won't."*

"The positive impact will hit the business from all angles - staff retention, recruitment, knowledge, social and PR, investing in the future workforce etc. You will achieve all the important things when completing a course with Skern Training and Skills."





Talk to our experienced team to find out how we can
build talent programmes around your business needs.

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