

# Virtual Development Opportunities funded through the Apprenticeship Levy

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*James Kelly, Co-Founder, Corndel*

# Managing through a crisis

Dealing with crisis and resetting for a thriving future

## 1. Survive

## 2. Reset

## 3. Thrive

Corporate HR

- Look after your people
- Preserve business continuity
- Weather the immediate storm

- Revisit and reset strategy to take account of the new reality
- Accelerate those things that now make more sense

- Establish learning opportunities to set the business up for growth
- Identify and take advantage of emerging opportunities

Personal employee

*“look after yourself and family”*

*“things have changed, revisit and reset”*

*“identify opportunities”*

# Employee and employer observations



Corndel works with some of the UK's largest businesses and is currently supporting over 3,500 professionals on training and development programmes.

## Personal context

- Uncertainty
- New work dynamic
- Revaluation

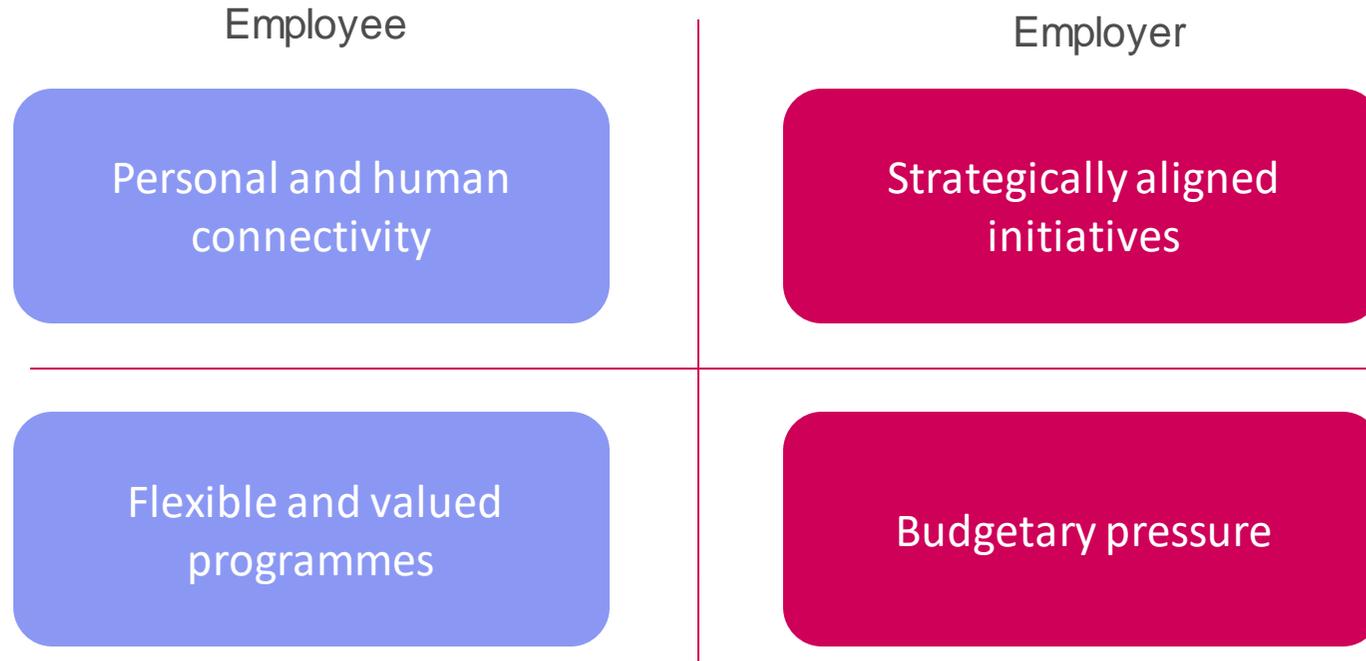
## Organisational context

- Leadership messaging
- Change at speed
- Budgetary pressure

- Messaging about valuing and supporting 'our people' needs to align to the reality of employees' experiences
- Now is a good time to reset and evaluate development programmes and opportunities; things have changed and there is an openness to change quickly where it makes sense strategically

# Development programmes

What's important right now?



# What we do at Corndel



Personal development programmes that can be funded through the Apprenticeship Levy

## Programmes

- Management and Leadership
- Data Analytics
- DevOps
- Project Management
- Software Engineering

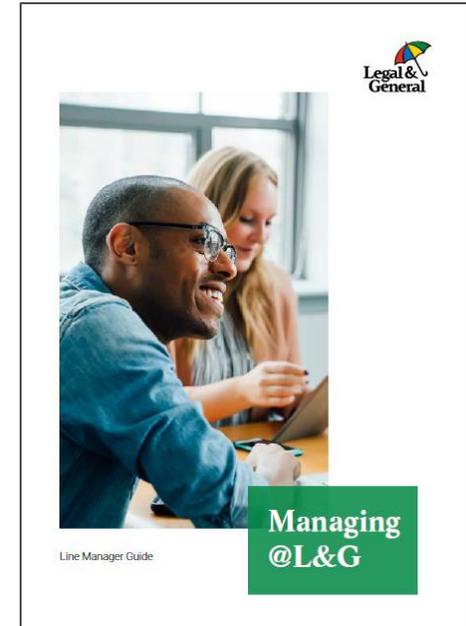
## Flexible, blended delivery model

- 12-18 month programmes
- Expert industry trainers
- Personal 1-to-1 fortnightly coaching
- Small workshop / seminar sessions
- Larger topical webinars
- Tailored and blended to employer needs
- Online learning resources
- Formal qualifications
- Course value £4,500 - £18,000 per learner

# Case Study 1: Legal & General

## Legal & General – Personal Development Programmes for Managers and Leaders

- Cross-business, coaching-led, Management and Leadership Programmes
- An embedded Corndel coaching team working with Legal & General managers and leaders
- A scaled programme with content and curriculum aligned to Legal & General values and priorities
- Additional sessions on resilience, remote team management and home working added in response to Covid
- Apprenticeship Levy funding £4,500 - £7,000 per employee



# Case Study 2: American Express

## DevOps and Engineering – Investment in developing and upskilling technologists

- DevOps programmes for existing employees in Technology teams (e.g. Software developers, Network Engineers, Systems Designers)
- A programme focused on bringing Software Development Skills and IT Operations together to shorten the development life cycle of IT system and digital change
- Apprenticeship Levy funding £17,000 - £18,000 per employee



*New programme from March 2020*



# Case Study 3: Credit Suisse



## Data Analytics – Leading edge data analytics training

- Strategic initiative to build data analytics capability across the business
- Completely online delivery model comprising one-to-one expert support, short virtual workshops and team exercises
- Over 100 employees enrolled with senior cross-business stakeholder support
- Formal British Computer Society diploma qualification
- Apprenticeship Levy funding £15,000 per employee



# Lockdown launches versus waiting for things to get back to normal



*"We launched our third data analyst apprenticeship cohort with Corndel this week. The move to 100% virtual has been seamless. During these challenging times the depth of relationship and care provided by Corndel together with the quality of the learning and coaches has been more valuable than ever."*

**Charlotte Stacey, Head of UK Apprenticeship Programmes, BP**

**Karen Botting**  
**Senior Manager – Learning & Development**



"We are delighted to have launched three levy-funded programmes in leadership and management and in project management for our valued employees. I'm inspired by the energy and commitment of these learners, many of whom are starting the programme while on furlough.

I'm sure our new learners will flourish under the watchful eye of their dedicated Corndel coaches and will no doubt benefit from the unique flexibility the course offers. I have been so impressed by the blended approach from Corndel which has enabled us to offer all learning online during lockdown."

"This is a really important initiative for Hogarth. It's important that we carry on with the programme during these times.

The course content is strong, the programme is valuable and I'm looking forward to seeing the impact it has. Thank you to Corndel for turning this around and enabling us to launch this virtually."

**Richard Glasson, CEO, Hogarth**



**Melanie Hayes** • 2nd

HR Director, UK & Ireland at The Adecco Group | Advisory Board Member at Circa...  
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At [The Adecco Group](#) we pride ourselves on Creating Brighter Futures. Which is why I am delighted to share that we have partnered with our apprenticeship training provider, [Corndel](#), to offer personalised management, well-be...see more



Creating brighter futures: The Adecco Group launches Furlough Support and Development programme

# Development Programmes in 2020

## Key considerations:

- Personal support, networking and human interaction is important right now
- Focus on programmes that are highly flexible to business and personal change
- Work on the basis that everything can be delivered to an employee at home
- If you are not using your Apprenticeship Levy you are squandering a significant training budget

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**Corndel.**