

# EMPLOYER SERVICES NETWORK

SAVE TIME AND MAXIMISE YOUR TRAINING BUDGET WITH OUR EMPLOYER SERVICES NETWORK

**Enjoy the training privileges, cost savings and convenience of our Employer Services Network with the National Skills Academy for Food & Drink.**

Becoming a member of the NSAFD's Employer Services Network doesn't only save you time and money but puts you in good company. No less than eight of the UK's Top 10 leading manufacturers are Members of the Network—along with a host of medium-sized companies and smaller firms from every corner of the industry.

Employer Services Network covers a wide range of valuable training privileges and cost savings, as well as fuss-free access to the highest quality food specific training from Industry Approved training providers.

As we are dedicated to the industry, you can be assured we'll offer all the right expertise in uncovering the skill opportunities that will boost company growth.

The Employer Services Network makes life simple. You pay a single subscription each year and can instantly start taking advantage of all Membership privileges.

As you'll see in this brochure, you can tailor make your membership and most of what we offer is covered by your membership fee. However, if you want to choose any little extras, these will come at a reduced rate.

Importantly, the Employer Services Network isn't just about training. It's also about shaping and driving the skills system delivered on behalf of the industry.

You'll be joining a unique industry community where you can enjoy a stronger relationship with both the Academy and other industry businesses on strategic skills issues.





# YOUR MEMBERSHIP ADVANTAGE –

## WHAT MEMBERSHIP OF THE EMPLOYER SERVICES NETWORK CAN OFFER:

### 1 A one-day health check

#### Make your training budgets work harder



We recognise that training budgets are often stretched, but as a Member of the Employer Services Network, our skills experts can make sure you always get the most out of what you have.

A one-day health check from one of our experienced skills consultants could help you make real savings on your compulsory compliance training – leaving you free to reinvest on training that makes your staff more competent and your business more competitive.

With up-to-date access to the cost of compliance training from providers across the UK, we can easily identify whether there are opportunities for you to save time and money without compromising quality or convenience.

### 2 The right training providers for your business

The Academy's skills consultants are industry training experts. They take the time to fully assess Members' needs and match them to courses, on-the-job training support and qualifications provided by our network of Industry Approved Training Providers around the UK.

The screenshot shows a web page with a blue header containing the logo of the National Federation of Employer Services Network and navigation links like 'Home', 'About', 'Products', 'Members', 'Partners', 'Guests', 'Online Academy', 'Apprenticeships', 'Solicitors', and 'Log In'. Below the header is a search bar with the placeholder 'Enter a keyword or phrase to search our website...'. The main content area displays search results for 'Training providers'. The first result is 'Berkshire Metropole College', which is described as 'One of the UK's leading further education colleges, providing a wide range of vocational and academic courses for students aged 16-19 and adults'. It includes a 'View Details' button. The second result is 'Cambridge BHTI', described as 'An award-winning college based in Cambridge, working with employers across the region to develop the skills of tomorrow's workforce'. It also includes a 'View Details' button. At the bottom of the page, there are links for 'Contact Us', 'Privacy Policy', 'Terms & Conditions', and 'Sitemap'.

#### We take away the hassle

Our consultants know the industry inside out and have the knowledge and experience to identify the skills and training that will make your workforce more efficient, more productive and more profitable.

They'll then guide you to exactly the right training specialist – and as all our training providers are Industry Approved in terms of content, knowledge and tuition, you get an absolute assurance of quality while saving time, money and hassle.

#### We'll do the hard work for you

Our training providers range from prestigious universities and colleges to expert consultancies and trainers.

They have the proven capability to ensure training courses and flexible study programmes deliver real, tangible bottom line benefits for Business Members – whether training is delivered on-the-job, in the classroom or online.

There are 1000s of training providers out there – but very few with real food manufacturing experience. We can show you which ones match your needs and have the proven track record of delivering exactly what you're looking for.



### 3 Free consultancy days - adding real value



The Academy's team of in-house skills consultants are hand-picked for their unrivalled food and drink industry knowledge, experience and specialist expertise across a vast range of skills challenges – which is why some of the country's best-known companies turn to us for trusted advice.

The expertise of our consultants, spans everything from supporting skills strategies across every facet of food and drink manufacturing and processing to Learning & Development evaluation, training budget maximisation, apprenticeship implementation and qualifications advice. Whatever the issue, the Academy has the expertise.

All Members of the NSAFD's Employer Services Network receive the equivalent of two days consultancy free of charge as an integral part of the Membership package with any additional days benefiting from a 20% discount.

As a Member, the skills consultancy solutions you can access are limitless. From Boardroom to production line – we can make the difference.

### 4 Tasty Careers - Helping you reach out to your next generation of talent

You can tap into Tasty Careers TODAY to advertise entry-level vacancies, graduate schemes, Apprenticeships and Internships ABSOLUTELY FREE.



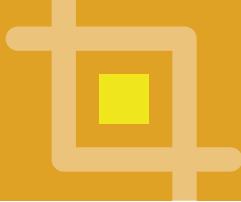
Tasty Careers is designed as a game changer – bringing together industry career information and live industry vacancies all in one place and making them instantly accessible to the smartphone generation.

Through the Tasty Careers industry recruitment programme and website [www.tastycareers.org.uk](http://www.tastycareers.org.uk), we are the first port of call for young people seeking industry job opportunities and the very best study choices to help them into industry careers.

The website offers Members of the Employer Services Network the chance to advertise entry-level positions, graduate schemes, Apprenticeships and internships free of charge – with the added bonus of sustained social media promotion on Facebook, Twitter and YouTube.

As a Member, you are offered the opportunity to be part of a National campaign to attract young talent into the Food & Drink Industry. You are also entitled to send two of your young role model high-flyers on Tasty Careers Ambassador training each year – with many Members using the opportunity as a rewarding personal development platform for young employees working a variety of job roles.

The Academy's course equips Ambassadors with all the knowledge and skills they need to be confident in presenting career opportunities in your business, and the industry as a whole, to the next generation of prospective recruits. Schools request visits via the Tasty Careers website and you retain control of where and when to accept.



## 5 Free Level 2 Food Safety Courses



The safety of food products remains the industry's number one priority. Retaining consumer confidence and trust requires diligence and a workforce with the knowledge and commitment to follow necessary rules, systems and processes to the letter.

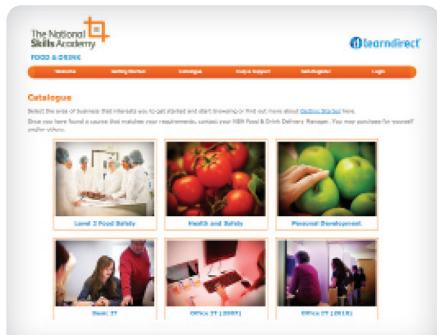
The reputational and commercial impact of food safety failures can be huge – but Membership of the National Skills Academy for Food & Drink's Employer Services Network can make an important contribution to risk reduction.

All Members are entitled to free online Level 2 Food Safety courses for ALL employees.

Our Food Safety course takes away the headache of compliance. You gain a full record of who has completed what learning and when – saving time and admin costs and providing you with auditable evidence of employee participation at individual and workforce level.

As it's web-based, Food Safety learning can then take place anytime, anywhere.

## 6 Online e-learning



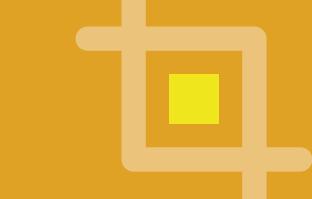
As well as our Food Safety course, we've selected the best e-learning available for our Online Academy – content is totally devoted to the food and drink industry and all in one place.

The Academy is committed to bringing down the costs of training while ensuring your staff get the best learning experience - and Members benefit from an across-the-board discount of 20% on all courses over and above the free access to Food Safety learning with additional discounts for bulk purchase.

If you'd like to take things further and tailor online learning to your specific operation, we can support you. As a Member, you can use our proven Online Academy platform as a base for your own content and reflecting your own branding. Any additional cost is dictated only by the level of modification required. All you need to do is ask.

### Course topics include:

- Level 2 Food Safety (developed by the National Skills Academy for Food & Drink)
- Health & Safety
- Personal Development
- Basic I.T.
- Office I.T.



## 7 Research & Development Tax Credits

**Are you paying too much tax? You're not alone!**

Simply by claiming Research and Development (R&D) Tax credits, you can help offset the costs of developing R&D projects. The National Skills Academy for Food & Drink has been working with the UK's top R&D tax credits specialists to offer the very best help, advice and guidance to our members. This incorporates due diligence on previously submitted claims, the challenges these unclaimed claims bring and the future of yet untapped claims.

**R&D Tax Credits: We'll offer all the support you need**

It's worth noting that in each and every case we've analysed to date, we've discovered that companies like yours are either failing to claim at all or significantly under-claiming.

We recognise that members like you hold strong relationships with your auditors; we're a service that relies on the partnership between company and auditor. But that's not all; we'll also offer the technical skills you need to maximise your claim, relevant food industry experience and, of course, an understanding of the law. In short, we offer everything you need to help maximise a potential claim. So, off you go...

**So, what are R&D Tax Credits?**

R&D Tax Credits help those businesses that incur costs developing new products to receive a cash payment or tax deduction.

It's worth noting that, thanks to this incentive – designed to encourage industry-wide innovation – up to 33.35% of a company's R&D spend can be eligible for payment via HM Revenue & Customs (HMRC); the average annual claim in the UK is £46,000.

R&D Tax Credits help those companies that incur costs developing new products to receive a cash payment or tax deduction.

The National Skills Academy for Food & Drink has been working with the UK's top R&D tax credits specialists to deliver only the very best help, advice and guidance to our members.

Experts in eligibility within the food and drink industry, our dedicated team is on hand to offer you a completely free assessment. All it takes to get started is a meeting – lasting no more than an hour - with one of our trained analysts and your own accountant.

We will then take a look at both your financial and technical eligibility, before generating a confidential profile to be assessed by our R&D partner's specialist team. From here, you'll discover if you have unclaimed eligibility and if your potential for R&D tax credits is worth further exploration.

It is then up to you to decide if you'd like to take your claim to the next level. All claims are made on a no-win-no-fee basis, which means you have nothing to lose.

Furthermore, the Government has increased businesses' eligibility for relief, making it even easier for firms making a larger loss to bring income back into the company. A legitimate and encouraged means of minimising the amount of tax paid as a result of eligible activities, R&D tax credits help you achieve only what you are entitled to.





## Why choose Membership of the NSAFD's Employer Services Network?

### Save time

We'll help find the right training for you straightaway without any fuss.

### Save money

We'll help you get more for your money with a training budget healthcheck, plus as a Member you'll benefit from free and discounted training.

### Quality assured Industry Approved training

As a Member you'll have access to the highest quality training available that's specific to both the food and drink industry and your business.

### Impartial advice

Because we're not tied to any particular provider we'll give you advice based on your needs, rather than on what a certain provider can offer.

### Expert led training

Courses and lectures from some of the biggest movers and shakers in the industry.

### Engage with a new generation

Tick the Corporate Social Responsibility box for real and reach out to new recruits while developing your own young stars through the Academy's Tasty Careers outreach programme.

