



Attract & retain your talent

Apprenticeships to transform your HR and Recruitment team

Supported by
National
Apprenticeship
Service



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HR and recruitment professionals are a vital and important part of the UK economy.

The number of businesses operating in the UK recruitment industry grew by nearly 10% in the year to March 2018, and the Recruitment and Employment Federation forecasts that it will continue to grow by 4.5% in 2019/20 and 5% in 2020/21.

The role of the HR function is constantly evolving with changing business and candidate expectations, the adoption of new technology and pressure to deliver to targets whilst also delivering an excellent customer/candidate experience.

In a market place where there are an increasing number of tools, services and companies that offer recruitment and employment support, how do you make sure your people are ready to attract the best talent, exceed targets and stand out from the crowd?



Developing teams within recruitment

For many recruitment and learning & development professionals the appeal of the industry is that it offers a lifelong career path for the individual, the opportunity to learn on the job and maximise their earning potential.

However, how many of these professionals have professional qualifications that recognise their ability to perform their job?

Apprenticeships for recruitment professionals are relatively new, and offer a great opportunity for you to nurture your existing and future workforce whether they are part of a HR team in a large organisation or a dedicated recruitment agency.

Our Apprenticeship programme has been specifically designed to help you meet the changing needs of the sector and stay ahead of the game.

The content of the Apprenticeship we design in partnership with you will cover all the most pertinent issues faced by the recruitment industry.

Your employees will acquire all the skills they need to be effective recruiters whilst gaining an awareness and understanding of some of the sector's biggest challenges such as;

- Digital transformation
- The use of big data and analytics
- Ways to address talent shortages
- Building a pipeline of leads
- Recruitment of a diverse workforce
- The psychology of attraction
- Innovating interview and assessment tools
- Helping workers to transform outdated skills

Our training will help to inspire trust in your brand through knowledgeable, empathetic and tenacious people that build lasting relationships.



Our training, your way

Paragon Skills is a progressive, high-quality Apprenticeship training organisation providing tailored learning programmes for the human resources and recruitment sectors.

 0800 783 2545

You'll benefit from:

Our programmes

Clear, forward thinking & progressive Apprenticeship solutions

Our people

Open, experienced & passionate people

Our partnership

Consultative, positive & easy

Custom technology

A seamless & engaging learning experience via Bud - our custom Learner Management System

Delivery that fits with your business

Our ethos is about creating long-lasting apprenticeship partnerships.

Working in this way has been hugely successful as it allows us to centre the programme on your organisational aims, culture, vision & values and behaviours, ensuring you receive a clear and relevant apprenticeship people development strategy with tangible measures of success.

Our Apprentices and employers are encouraged to be involved in the design of the programmes which strengthens relationships, increases the drive for success in apprentices and ensures continuous improvement.

Apprenticeships for recruitment.

Paragon Skills operate a flexible delivery model, which is designed to benefit both employers and Apprentices, delivering programmes through a blended approach. This incorporates work based learning methods, regular one to ones, online/paper-based delivery and professional qualifications. Our teams ensure you are able to; achieve line manager buy in, understand the 20% off-the-job training requirement, monitor impact, drive successful outcomes and create your future leaders.

Our teams will work with you to develop a programme that will help to strengthen your brand presence, get the best out of your existing and future workforce without losing focus on driving business performance.

Our Apprenticeship programme specialisms within the sector include:

- **Recruitment Resourcer**
- **Recruitment Consultant**
- **Learning & Development Consultant**

Workforce design made simple

Working with you to develop your winning workforce.

Your training programme will be truly unique. We will design it to seamlessly integrate with your particular organisation needs.

Your unique programme will still contain all the mandatory elements and features that comprise a recruitment Apprenticeship. Our programme will be so closely aligned to your culture, values and strategy. You'll come to see us as an extension of your team. Many of our partners already do.

Our dedicated Apprenticeship Recruitment Team will work with you to attract top talent offering industry specific information, advice and guidance. They will offer an added-value service to source, screen and select the best candidates - those who share your values and fit perfectly within your culture.

From high staff turnover to the challenges of diversity and demographic balance, our training will help to future-proof your business against these issues.

'The best team members are worth holding on to'

Your unique training programme will be so engaging that your employees will feel truly valued and will be more likely to go the extra mile in return.

'People are always looking for an exciting career opportunity'

We'll support you to develop clear career progression for your employees. This will benefit you in two ways: it will attract the most dynamic and effective new recruits and it will give your existing talent genuine growth opportunities too.

'The best trained people add the most value'

Quality training benefits both your customers and your bottom line. Your people will feel more invested once they recognise your commitment to developing them.

Successful Apprenticeship delivery for over 20 years

Paragon Skills is a leading national Apprenticeship provider who supports over **4,000** learners through their training, and **1,500** organisations to consistently deliver high-quality Apprenticeships.

High quality Apprenticeship delivery is our mantra and ensures all our activity aligns with our pledge, *“to deliver an outstanding teaching & learning experience to every learner, every time”*. Paragon Skills are proud to achieve some of the highest success and achievement rates in the industry which is testimony to our commitment to quality and impactful learning and support.

**to deliver
an outstanding
teaching & learning experience
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Our client needs and learner experiences are at the heart of our organisation. Our extensive experience across multiple specialisms has contributed to our overall achievement rate of **71.4%** (2018/19) exceeding the national average of **67.3%**. Paragon Skills is currently rated as an Ofsted Grade 2 Good provider with aspirations to achieve Grade 1 Outstanding.

 **0800 783 2545**

The teams at Paragon Skills are passionate about delivering meaningful learning and live by our values, the 5 e's (ii) which guide our approach to our work. Our industry leading programmes have been collaboratively developed with our clients embedding their organisational strategy, culture, vision and values.

(ii)



Our delivery teams are experts, with a long track record of high quality, high impact Apprenticeship learning designed to achieve the right blend of skills and behaviours. Over **91%** of our learners stated they had a positive experience with Paragon Skills, and **86%** of employers stated that they were satisfied with the service they received.

Within the industry, Paragon Skills is regularly seen as a safe pair of hands in an evolving apprenticeship landscape.



If you would like to discuss how Paragon Skills could support your recruitment Apprenticeship strategy then please contact us on the below details:

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