



BE BOLD ON TRAINING

Any efforts by the government to make degree courses relevant to today's business is welcome – but I'd like to see a bolder move to allow our youth to integrate into the modern workforce (*News, page 10, 10 January*). As well as encouraging employers to get involved with students' development, we need to engage with them early on in their careers.

To achieve this, students need to be fully informed of all the opportunities available to them, and know how to pursue them. Giving students targeted and relevant advice is far more effective than getting them to tick boxes or leading them by their hand to a careers guidance waiting room.

New schemes should refrain from simply bridging the gap between university and work. Too often, employees are neglected once the recruitment process is complete, particularly in terms of training, skills and development.

If businesses are serious about investing in people, they need to consider the needs of employees once they have picked up their degree and signed their contracts. In this way, companies can dramatically improve performance and output. And once enthusiasm and skills develop, this success becomes



self-perpetuating as a new generation of staff develops and divests its expertise.

The government and businesses alike need to understand that training is only a rumour until you “get it in the muscle”.

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