

Education and Training

Mission

To encourage recruitment into the sector and provide opportunities for members to upskill and develop professionally from the moment they join until they retire (and beyond)



Tracy Hewett
Head of Education & Training



Did you know?



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What makes the cost so high?

- Finding a replacement: advertising the vacancy and holding interviews
- Onboarding and training: induction and then training them into their role
- Loss of productivity: loss of well-trained member of staff and time of other staff to support new member



So, what should you do to avoid this?

Keep them



Grow your own talent



How can we help at the EDA?

Keep them



EDA Product Knowledge Modules - Now available electronically



**£99 + VAT
per module**



Module Outcomes Since Launch (June 2018)

City & Guilds | Accredited Programme



8,610
modules
ordered

5,742
modules
completed

3,113
learners

205
organisations

1,036
branches



PRINCESS ROYAL
TRAINING AWARD
2022



Classroom Course - Trade Counter Merchandising



Learn to use tried and tested merchandising techniques to increase margin at your trade counters.

"Advertising moves people towards goods, merchandising moves goods towards people."



6-hour face to face training

Thursday 25 April 2024, London



"Definitely worth attending; good ideas on product placement on the trade counter to maximise sales and engagement with your customers."

Classroom Course – Credit Control Bootcamp



Don't let the burden of bad debt get the better of your business

Implement regular robust credit control procedures now to avoid the pain of late payers and the risk of writing off bad debts later

4-hour face to face training



Partnering with the credit control professionals



Wednesday 15 May 2024, Midlands

Remember: A sale is only a sale when it's paid for!

Other courses coming soon



**Introduction to Artificial Intelligence:
2-hour virtual webinar**

**Interviewing for the “best candidate”
4-hour classroom course**



**EDA Decarbonisation Champions:
4-hour classroom course + virtual follow-up**

30-Minute Masterclass Sessions



Bringing our learning programmes – apprenticeships and EDA Product Knowledge Modules – to life.

The sessions are all free. Attend as many or as few as you want.

“Gaining information from Industry Giants in bitesize chunks that will help me to perform my job in a more efficient way.”

**6th April:
More than hot air**

**41% knowledge
improvement of attendees**

**8th May:
PV Systems
Sign-up now**

Now also
available as a
course on the
EDA Academy

30-Minute Masterclass Sessions



Data is Power Training Initiative (utilising apprenticeships for existing staff)



Project drivers



| multiverse

Save time and money by enhancing business efficiency

Develop digital skills to reduce errors, mainstream processes, and increase business efficiency

"The apprentice has **delivered business impact by saving time** - utilised power query to **streamline / automate previously manual and time consuming data extraction**/collation and reporting tasks."

AICO Apprentice Manager
ADF 4

Make better informed decisions based on hard facts

Empower individuals to make better decisions by using facts, turning data into actionable insights & ultimately driving financial performance

"**By mining data, he has enabled better decisions.** The inventory analysis of stock facilitated decisions on product margins, leading to the release of capital formerly tied up in stock, **improving product profitability by 2%**"

Trafford Electrical Apprentice Manager
DF4

Develop and retain digital skills within the industry

Equip employees who are already well-versed in the industry with digital skills to increase efficiency, standardise data processes, and reduce mistakes

"He has applied his new learning to the **evaluation of our current external carriers**. A second carrier for one and two parcel deliveries has been introduced in Accrington **rendering significant annualised savings**"

Olympic Fixing Products Apprentice Manager
DL3

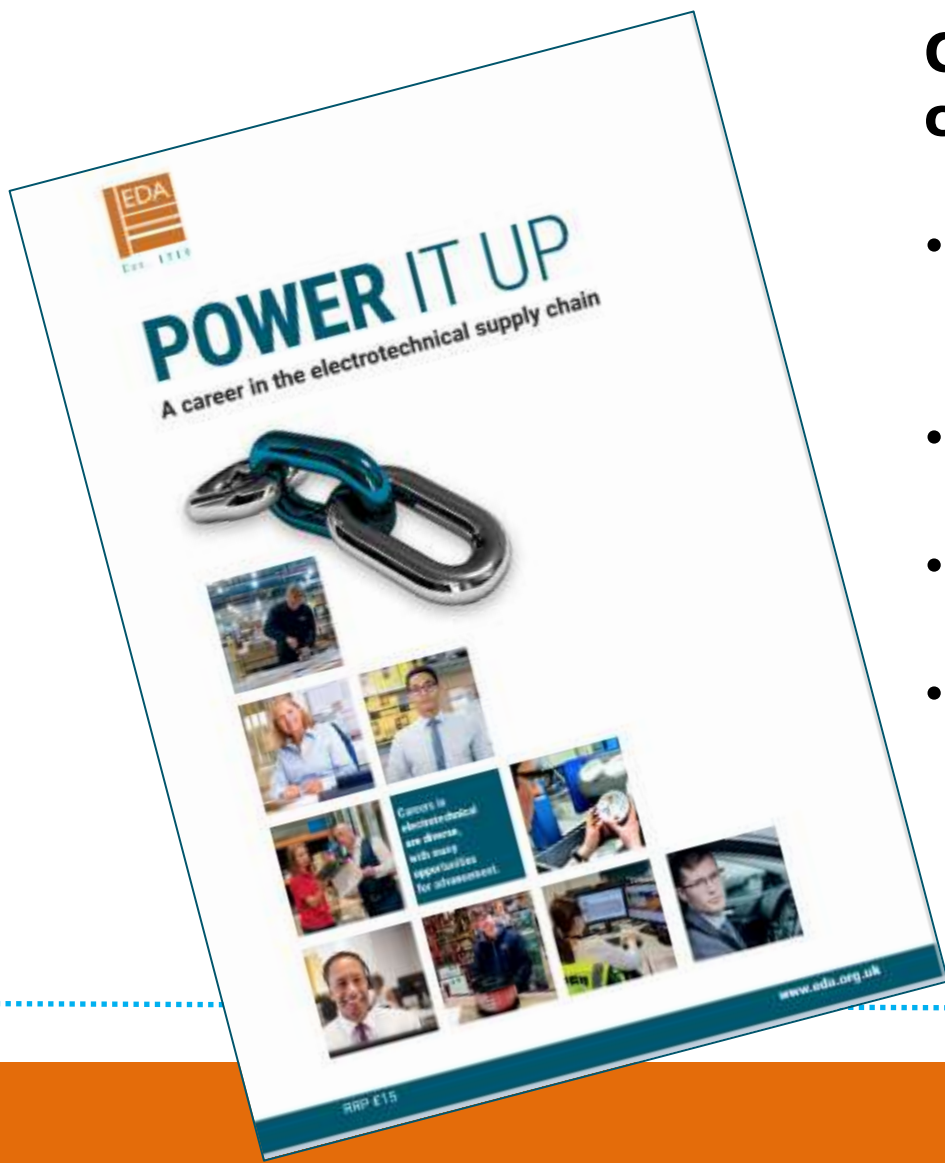
How can we help at the EDA?

Grow your own talent



Recruitment and Induction

Power It Up: A career in the electrotechnical supply chain

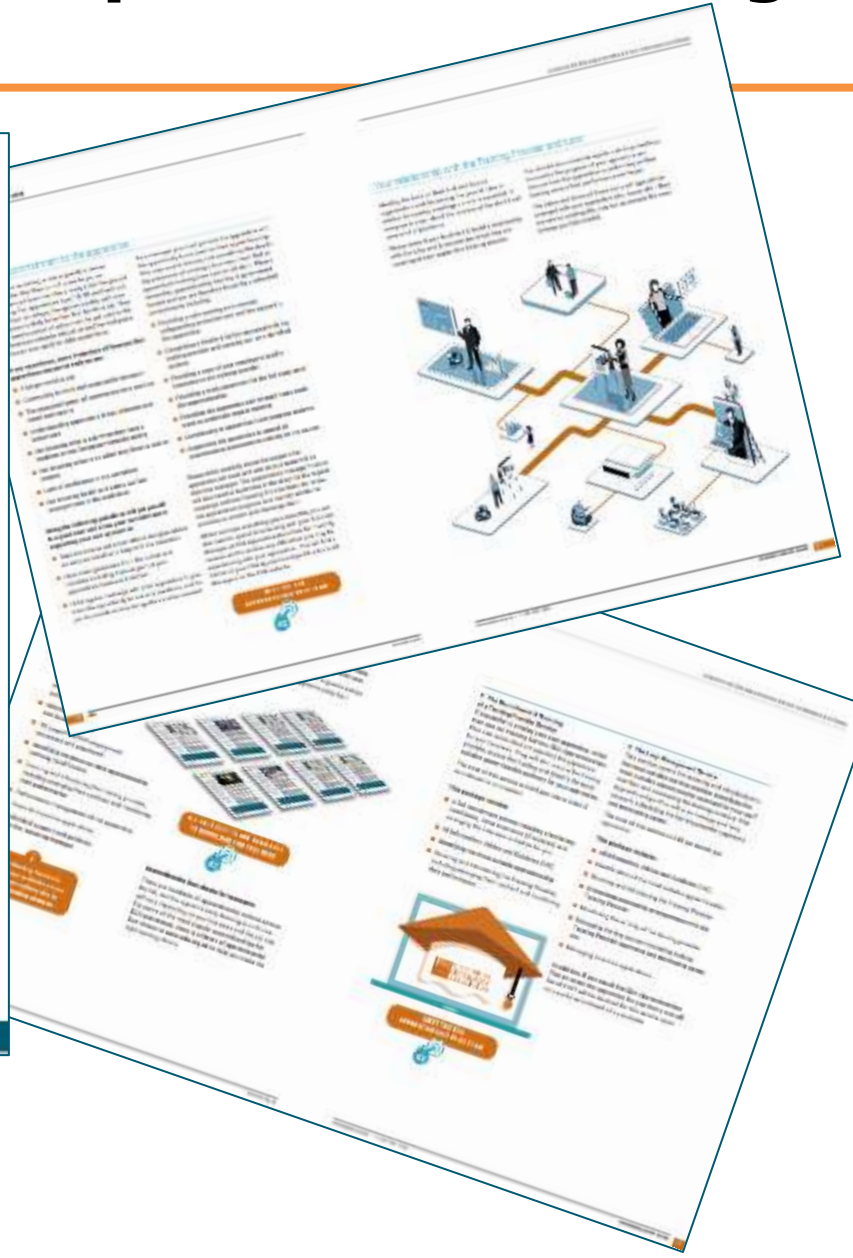


Created by a working party across the whole supply chain in 2022 and recently updated

- Supporting apprentices, new starters and recruitment into the sector
- One copy sent out to each member – principal contact
- Download for free at www.eda.org.uk
- Available to order for £15 per copy (postage and packing cost only)



EDA Apprenticeship Guide for Managers



- 17-page guide providing insight and information about the EDA Service
- Tips and hints on how to get the best from your apprentice
- Free PDF download

JobStart NI: Employers in Northern Ireland can receive 100% government funding to create 6-month job opportunities for 16-24-year-olds who are not in employment.

([JobStart Scheme Employer Application - Northern Ireland Employer - NI Direct - Citizen Space](#))



Employer criteria to participate in JobStart

- Employers of all sizes can participate
- Employers in all sectors can participate
- Employers can offer one job or multiple jobs
- JobStart opportunities must not replace existing or planned vacancies or cause existing employees, apprentices or contractors to lose or reduce their employment.
- Jobs must provide a 6-month opportunity
- Jobs must offer at least 25 hours of employment per week
- Jobs must pay at least the National Minimum Wage (for the participant's age group) through PAYE

Scheme closes 30th April, 2024

For each job opportunity funding will cover:

- 100% of the relevant National Minimum Wage for 25 hours of work per week (*extra hours will need to be funded by employer*)
- The associated employer National Insurance contributions
- Employer minimum automatic enrolment contributions

NB: A support grant of £1000 is available to support the training plan offered – this could include any EDA training you make use of. The grant is paid in two instalments once conditions have been met.

EDA Apprenticeships in partnership with **EDA Apprenticeships Plus**



Apprenticeship Frameworks in NI

- Business Administration
- Customer Service
- Sales and Telesales
- Supply Chain
- Warehousing and Storage

Remember: Apprentices

- Are **NOT** cheap labour
- Are **NOT** trained by training providers
- Aill **NOT** be part of your team unless you include them
- Will **NOT** succeed without your support and mentoring
- Will **NOT** stay if the job is boring
- Will **NOT** stay if it is not a nice place to work