

Employer Engagement and Partnership Policy

Approved: July 2025 | Review Due: July 2026

Policy Statement

Salt Training Ltd (STL) is committed to building strong, sustainable partnerships with employers and stakeholders to ensure that our training provision is relevant, responsive, and delivers real benefits to learners and industry. We value employers as equal partners in shaping and delivering programmes that meet sector needs and support economic growth.

Purpose

This policy sets out STL's approach to engaging with employers and external stakeholders in the design, delivery, evaluation, and continuous improvement of our training and support services.

Aims

- To ensure that all STL programmes reflect current and emerging labour market needs, especially in the construction sector
- To support employer involvement in curriculum design, work-based learning, and learner progression
- To create mutually beneficial partnerships that enhance employment opportunities for learners
- To facilitate two-way communication and collaborative quality improvement with partners

Scope

This policy applies to all employer and stakeholder partnerships across STL programmes, including Skills Bootcamps, adult funded training, ESOL, Multiply, and pre-employment initiatives.

Key Principles of Employer Engagement

- **Co-design:** Employers help shape course content, progression routes, and practical learning activities
- **Responsiveness:** STL adapts delivery to meet employer recruitment, skills gaps, and training needs
- **Quality Placements:** Work trials, tasters and placements are offered where appropriate
- **Sustained Outcomes:** STL supports long-term progression and retention of learners in employment
- **Mutual Value:** Partnerships are structured to deliver benefit to both learners and employers

Engagement Activities

- Employer forums, roundtables and curriculum planning sessions
- Termly feedback surveys and follow-up reviews
- Work experience placements, site visits and guest speaker opportunities
- Participation in mock interviews, job fairs, and industry panels

Policy Owner: Managing Director & Business Development Officer

Stage of Approval: Approved

Date of Review: July 2026

- Co-delivery of bespoke, employer-specific training programmes

Strategic and Community Partnerships

Salt Training works in collaboration with:

- Local enterprise partnerships (e.g. SELEP)
- Kent County Council and district authorities
- Jobcentre Plus and employment intermediaries
- Community-based referral and outreach organisations
- Trade bodies and sector specialists (e.g. CITB)

Monitoring and Review

- Employer engagement is tracked through CRM systems, partner logs and feedback reports
- The impact of partnerships is reviewed as part of the annual SAR and QIP processes
- Quality of employer experiences (e.g. placements, talks) is evaluated by both learners and employers

Responsibilities

Role	Responsibility
Employer Engagement Lead	Build and maintain relationships with employers and partners
Curriculum Leads	Integrate employer voice into programme design and review
SLT	Oversee employer strategy and allocate appropriate resources
Quality Team	Monitor quality of partnership activity and analyse feedback

Review

This policy will be reviewed annually or in response to changing sector priorities, funding body requirements, or emerging employer needs.

Owner: Managing Director & Business Development Officer

Approved by: Kurt Salter

Position: Managing Director

Date: July 2025



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