

CHIEF LEARNING OFFICER
LIFETIME TRAINING



COMPANY INFORMATION.

OVERVIEW

Founded in 1995, Lifetime Training Group Ltd ('Lifetime') is one of the UK's leading training providers, offering high-quality apprenticeships, recruitment services, self-funded training courses and bespoke training courses across a range of sectors. Its clients are employers of all sizes in the public and private sectors.

Key facts:

	2015/16	2016/17	2017/18	2018/2019	2019/2020	2020/2021	2021/2022
Revenue (£m)	55.8	65.1	65.1	78.1	72.5	53.2	71.8 *
EBITDA ()	15.1	15.4	15.0	18.0	11.0	5.0	11.7*
EBITDA %	27%	24%	23%	23%	15%	10%	16%*

*FY22 in process of reforecasting and downgraded due to impact of Omicron impact on performance which in turn will require future years to be reviewed and remodelled. August year end.

FTEs: 1200

85% success rate on tenders for new national employers

20,000 learners trained per annum

BACKGROUND

Established in 1995, Lifetime Training's founding principle was to support individuals and businesses to perform better through the delivery of outstanding training programmes.

Today this principle remains core to our business and has enabled Lifetime Training to become one of the UK's market leading training providers, offering apprenticeship programmes, recruitment services and training courses. We have developed the skills and careers of thousands of individuals and have improved the performance and staff retention of some of the biggest, and smallest, employers in the UK across a wide range of business sectors:

- Active Leisure
- Hospitality
- Health & Social Care
- Retail
- Customer Service & Business Admin
- Early Years
- Leadership & Management

- Professional Services
- IT & Digital (acquired Intequal in September 2021)

Lifetime Training offers a wide choice of training solutions to customers ranging from the assessment of training and development needs for large organisations, to course advice and industry recognised qualifications for individual learners.

Quality is central to our business ethos, and we work hard to achieve great results for our customers, whether this is through our classroom or workplace delivery, central administration and support services or through the development of technology to constantly improve the service we deliver. These efforts are acknowledged through Training Quality Standard awards. In addition, our above national-average learner completion and success rates have led to the development of long-standing relationships with employers and learners alike.

We have our own awarding organisation, Innovate Awarding, who deliver end point assessment to the majority of Lifetime learners and also meet the growing need for 'fit for purpose' qualifications and work-ready recruits.

Skilltech Solutions also make up the Group, who are an education technology business, who built and develop the end point assessment software, EPAPro

Lifetime Training acquired Intequal in 2021 and are currently integrating the company into our overarching brand.

This timely acquisition will provide us with the essential expertise to grow our digital and IT provision across the private and public sector. Intequal specialise in the management and provision of high-quality Digital and IT apprenticeship and training programmes.

Private Equity Overview

In 2011 Lifetime benefited from investment through Sovereign Capital. Alex Khan was appointed as CEO to lead the next phase of Lifetime Training's diversification and growth journey. Since then, Lifetime has won several major clients to secure a dominant position in the provision of apprenticeships and self-funded training.

In October 2016, Silverfleet Capital LLP ('Silverfleet') became Lifetime's new investment partner to continue building on its reputation for quality and professionalism as a market leader in apprenticeships and commercial training.

Silverfleet Capital's investment enabled Lifetime to accelerate its organic growth and pursue selected bolt-on acquisitions to expand its service offering to new and existing clients. The planned introduction of the apprenticeship levy in April 2017, which targets the creation of three million apprenticeships by 2020, provided significant growth opportunities for Lifetime as a leading provider. COVID-19 has had a clear impact on the hospitality, retail and leisure industries and whilst Silverfleet remain confident that the business will return to pre-COVID levels very quickly, it has clearly had an impact on the exit timetable.

For more information on Lifetime, please visit: www.lifetimetraining.co.uk

SILVERFLEET CAPITAL PARTNERS

Silverfleet is a pan-European Private Equity Fund that have spent over 30 years building value for high-growth businesses and their investors, combining unique insights and experience with ambitious management teams. In total, they have invested €3.7bn in 128 companies across Northern Europe since 1990. Silverfleet specialises in companies valued between €25m and €300m, and are currently investing across two funds – a mid-market fund (Fund II), and a lower mid-market fund, the European Development Fund (EDF).

Building valuable businesses is more than expansion – it's ensuring they follow ethical and sustainable practices in everything they do. Silverfleet works hard to inspire a positive culture across their partner companies - one that leads to better outcomes for employees, customers and their communities, and complies with regulations in each jurisdiction they operate in.

For more information, please visit: www.silverfleetcapital.com

REQUIREMENT FOR A CHIEF LEARNING OFFICER

Lifetime is committed to ensuring that the teaching, quality and compliance of our provision is outstanding. Lifetime faces rigorous regulatory obligations from the ESFA and Ofsted, as well as from our learners and employer partners. To ensure that the overarching learning experience is outstanding, we are looking to enhance this area of our provision and provide Board level expertise within Quality, Compliance and Curriculum through the creation of this role.

This role will be focused on providing strategic leadership to improve both learner outcomes and the development of learners knowledge, skills and behaviours through innovative, best in class learning resources and outstanding teaching practices.

This role will be focused on enhancing and continually improving the teaching and learning, whilst ensuring from a Quality (Ofsted) and Compliance (ESFA) perspective, we consistently deliver against our commitments.

Over-arching KPIs:

- Responsible for the development and delivery of our teaching and learning strategy, to enhance learners development of knowledge, skills and behaviours to complete their apprenticeship
- To oversee the Lifetime Quality Improvement strategy to support a grade 2 Ofsted grade and implement Quality Improvement plans that will ensure Lifetime consistently maintains grade 2 status
- To ensure Lifetime's compliance with the ESFA obligations and funding rules is consistently met
- Oversee the development and embedding of relevant process and policy improvements to support all regulatory requirements
- Ensuring all quality assurance processes are compliant against internal and external requirements
- Provide strategic leadership and champion the enhancement of teaching and throughout the business

CANDIDATE PROFILE.

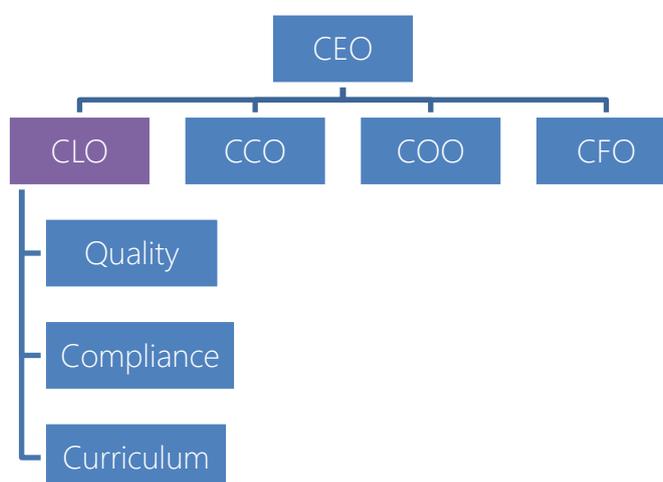
This is a critical appointment and will test a talented educational expert. The candidate will likely hail from within the world of learning and/or education. The ideal candidate will have a strong personal presence in the market with an extensive network of contacts built on trust and quality of service. They will have an understanding of work-based learning (WBL) and apprenticeships and have the ability to develop and cement strong relationships within employer partners and the sector. In addition, candidates will have:

- Experience operating within a WBL/Training Provider / Further Education/ Awarding Body environment.
- Held a senior educational or learning that required operating at Executive level, either as VP, MD or Director.
- Qualifications within teaching and learning
- Experience of operating within regulatory industries

The ideal candidate should exhibit most, if not all, of the following:

- A good fit with the Lifetime culture – inquisitive, authentic, a team-player, ambitious, fast-paced, down-to-earth, commercial, and adaptable
- Proven experience in adult learning and eLearning
- Experience in instructional design and the innovative use of educational technologies
- The ability to inspire and lead the team through cultural change and to drive performance whilst building new skills for future success
- Experience with regulatory criteria, policies, standards, and processes
- Data driven thinker who can generate and execute ideas at strategic and tactical levels
- Thrives in a fast-paced environment, integrating disparate activities, new technologies, and agendas while adhering to deadlines and budgets
- Creative visionary with a passion for learning and professional development and the ability to clearly articulate ideas and concepts
- Strong analytical and problem-solving skills with the ability to understand the big picture
- Proven experience of building strong relationships with key stakeholders, including customers
- Commercially minded and entrepreneurial in nature
- High level of gravitas, confidence, and strength as an individual
- Hands on and willing to “roll sleeves up
- Good emotional intelligence and excellent presentation skills, both formally and informally
- High levels of credibility, professionalism and integrity with resilience

Reporting Lines:



PACKAGE

A competitive and attractive basic salary plus benefits including car allowance, pension, life insurance etc will be available.

A bonus scheme will be put in place with quantum to be defined and dependent on personal and company performance against budget.

This role will be remote based, with an expectation to be flexible where required and to have a presence at the Bristol support hub.

