

Building a training partnership

A training partnership is a two-way relationship between an enterprise and a Registered Training Organisation (RTO) that delivers benefit for both organisations. Successful partnerships have clear, agreed goals and a focus on longer-term outcomes. Generally they involve sharing resources and information in a way that allows each partner to capacity build.

Training partnerships can help enterprises to:

- ★ navigate the VET system
- ★ align business strategy and human resource needs
- ★ manage the administrative work involved in training
- ★ access training that is flexible and customised
- ★ recognise the current skills of their workforce
- ★ identify and access funding available for training

Building a partnership requires an investment of time and resources. Trust and ongoing communication are cited by many partnerships as the most important elements for success. The partners need to work together through the planning and establishment process. Key steps in the process are:

1. Recognise the key drivers for change

- ★ Identify key drivers for change in the enterprise.
- ★ Conduct a reality check on how well the enterprise is positioned to respond to change. Refer to enterprise data, workshops, staff meetings and climate surveys.
- ★ Identify a shared vision. Enterprise and training provider mission statements and business plans can provide a useful starting point.
- ★ Get key people involved and have them share their aspirations for the future.

2. Build the partnership

- ★ Identify the capabilities of each partner. Consider staff skills and knowledge, access to equipment and resources and the capacity of administrative systems.
- ★ Establish a steering/advisory group with clear roles and expectations. Include representation for each partner and champions who can support and problem solve.
- ★ Select or hire a relationship manager whose job it will be to work drive the partnership.
- ★ Build a sense of team work by establishing open communication mechanisms and procedures for conflict resolution.