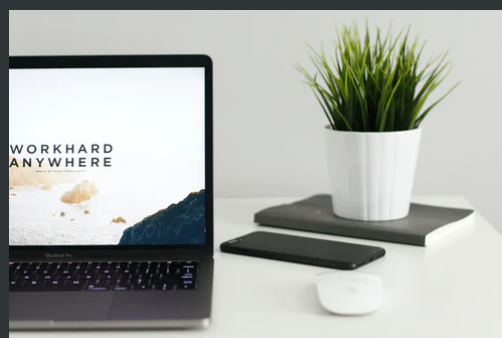




Welcome to the latest issue of the Riverside Training newsletter, this time themed on wonderful winter. The weather has certainly got us reaching for our coats and gloves. We love this hometown picture, by a local photographer, of the Wye and the frost-laden trees and rooves. If anything shouts Riverside at wintertime, it's this image.

REFLECTIONS

As we look back on Christmas we all hope that this time everyone actually got the chance to celebrate the festive season with family, friends, and loved ones. It's been a testing couple of years, hasn't it? Here at Riverside Training, we've emerged with lots of momentum thanks to the efforts of our wonderful team and our remote learning model, which not only saved learners and businesses significant time and money but most importantly provided a safe learning environment in a covid-ravaged world. If you'd like to learn more about that [check out](#) the feature on 'Thinking Out of the Box' by our super Operations & Quality Manager, Donna Loynton. It's a great piece. Also [check out](#) the earlier piece in the same section about momentum, from our lovely founder, Jane Preston, on 'What Makes us Different. It is truly inspirational.



TEAM MATTERS

Our team continues to strengthen and grow. We've had quite a few new joiners these

last few months, with some fabulously talented people

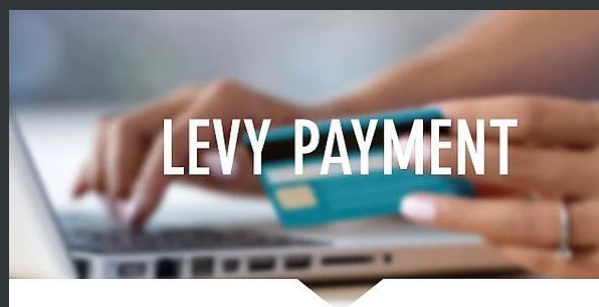
- Our Finance team has been bolstered with the addition of Clare Skinner as Finance Manager and Maddie Shephard as our Finance Apprentice
- Lucy Calverley came in as our Lead Internal Quality Assurer
- Joining the Coaching team were Chantel Williams, Clare Lewis, Kirsty Smith, and Alison Gibbons

Welcome aboard.



PREPARE TO BE AMAZED

As you may know, the Levy is a UK tax on companies with an annual wage bill in excess of £3 million. The Levy is charged at a rate of 0.5% on the full wage bill, so it can be a significant amount. Now, the Levy is collected by HMRC and held in a Digital Apprenticeship Service (DAS) account. It is available to spend on apprenticeship training for 24 months from the date of payment. All funds that are not spent after this period are clawed back by the Government. Here's an amazing fact; last year the Government clawed back £250M in unclaimed levy funding.



It seems incredible, doesn't it, that so much money went unclaimed by so many companies? Money that could be used to fill skills gaps in their workforce. All they had to do was spend it with a training provider, like Riverside!

It's a serious issue for companies like ours and our Managing Director, Paul Workman, has authored a very balanced piece on the subject on our website. Just follow [this link](#) to have a read and let us know your thoughts.

ACCOLADES

Since the last newsletter, we are delighted to have received two accolades;

We were recently nominated as a finalist at the Health & Social Care Awards 2021, in the Care Trainer of the Year category. It's a great tribute for the company and for our two super Learning & Development Coaches, who lead the Adult Care qualifications; Clair Rogers and Maddy Phillips.



After successfully completing the required masterclasses, Riverside Training has also been awarded Neurodiversity Champion accreditation by CognAssist, yet another example of our innovative delivery capability. They are both proud achievements.



£3000 GOVERNMENT INCENTIVE

Now here's an initiative we do applaud. The Chancellor has extended the Government's apprenticeship hiring incentive. This is a much-needed cash boost for businesses. The scheme encourages employers to grow their own talent, creating some fantastic opportunities for young people to start a rewarding career, or to retrain for emerging business opportunities.

Up until 31st January 2022, employers who take on a new apprentice of any age can receive an incentive payment of £3000. Those hiring apprentices aged 16-18, can also claim an additional £1000 payment under a pre-existing scheme. These employer incentive grants can be claimed through the government's digital apprenticeship service.

If Apprenticeship schemes are new to your business, then please contact us. We at

Riverside Training can help guide you through the system, covering everything you need to know to claim your apprenticeship incentive payment, through to finding your perfect candidates. Just email louise@riverside-training.co.uk

HAM - A CASE STUDY

We recently conducted an interview with the dynamic Jo Ham, founder and artistic inspiration behind the HAM range of homeware and gift products, featuring the distinctive silhouette of her creation, Rabbit. Jo's story is fascinating and she's a brilliant advocate for using Apprenticeship training within her growing company. To read her amazing story just follow [this link](#)



YOUTUBE CHANNEL

We are very pleased to introduce our YouTube channel featuring a range of informative videos on most of our available qualifications and other inspiring videos. If you're interested in pursuing an Apprenticeship, it's a quick way to assess the aims of the course. [Check it out here.](#)



It would be great if you subscribed to the channel, as you'd be automatically notified whenever new videos were uploaded. It's simple to do - just press the subscribe button and ring the bell. It's entirely free!

OUR GREEN CREDENTIALS



Here at Riverside, we feel a great responsibility to tread as lightly on this planet as we can and we'll continue to adapt to make us as environmentally friendly as possible. Our great colleague and HR Manager, Sharon Young, did a super feature about our conscious approach to sustainability and the environment which you can [find here.](#)

Check it out, it's a positive read about all the ways we and our staff are taking action to be a greener company. Plus, you can find out how to get a mini-box of seed balls to plant and hopefully attract some bees and other wildlife. Simply scatter them on top of soil or compost (no digging required) and nature will do the rest. If you have children around, maybe get them to plant them in the spring. Send us some pictures

too.

On the green theme, we are just about to introduce a salary sacrifice scheme for our team to enable any of them to purchase a new electric car, tax-free. It's a small step but another positive way to slow down climate change and it's something we are passionate about.

AND FINALLY...

From all of us at Riverside Training, we'd just like to wish you all a very happy, healthy, and successful New Year 2022.

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