



**NATIONAL TRAINING AWARDS 2011
CRITERIA FEEDBACK REPORT FOR EMPLOYERS**

Entrant: Recycling Lives

Recycling Lives – Training to support, inspire and employ

This feedback follows on from the judging stage of the National Training Awards judging and assessment process.

Overall summary of feedback

The Judges would like to congratulate you on becoming a National Training Award winner in 2011.

Your training was considered to be exemplary by our team of regional and UK Judges, they were particularly impressed with the contribution this programme is making along with the strong elements of training 'best practice' being shown, and the further development potential being demonstrated in the future.

Full feedback from all the Judges is provided below.

Feedback based on the NTA Criteria

This feedback is offered against the NTA criteria. This is a summary of strengths and areas for further development as judged across your entry.

Criterion 1 - *The organisation, team and individual(s) needs are all clearly defined and measured.*

Criterion 2 - *The learning and development activities fulfil the needs of the individual and achievement of organisational goals*

Criterion 3 - *The delivery of learning and development activities benefits employers and individuals and resources are used efficiently and effectively. There is a continuing commitment to ongoing development.*

The Judges thought that this initiative was an excellent example of how training can change lives and offer financial and non financial rewards to an organisation.

The Judges liked the adaptable and flexible approach to training which resulted in significant business benefits. They commended the ways in which the entry provided a clear and coherent view of needs identification, performance targets and the design and delivery process.

The Judges were in agreement that the charity and commercial businesses are complementary and work in harmony in order to achieve their aims and objectives. The Judges also acknowledged the clear social benefits and suggested that the initiative should be showcased as part of the current 'Big Society' agenda.

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The Judges recognised that this initiative offers an ethical and holistic approach in dealing with ex-offenders. It provides quality training and job opportunities and, in some cases, a home and life skills. The Judges thought the entrant should be highly praised for achieving a 97% retention rate among ex-offenders when the usual dropout rate is 75%,

The Judges wish you every success in the continuing rollout and development of the programme.