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TES invests £200,000 into new 'certified' training programme

A leading business management software specialist has invested more than £200,000 in creating a new programme that will help to solve the current skills drain in the technology sector.

Total Enterprise Solutions (TES), which supports charities and Not for Profits (NFPs) on their digital transformation journeys, has made a concerted commitment to grow its own staff, whilst also cultivating the talent it already has available.

This approach has seen it introduce 'TES Certified', a new initiative that gives every member of its 62-strong workforce in Rugeley a dedicated progression pathway that features 10 days of internal and external training, mentoring from more experienced staff and online learning through a LMS system.

The idea is to encourage individuals to want to stay and build their career with the business, with transparent pay structures, opportunities for promotion and the opportunity to make a positive difference to charities and the third sector.

Paul Faulkner, Chief Executive of TES, commented: "We're in the middle of one of the biggest recruitment challenges the IT sector has ever faced and we need to come up with creative solutions that give us the skills we need to grow."

"Sales have increased by £1m over the last twelve months and we have taken twenty new staff on to cope with the demand, some of those have been apprenticeships and graduates. Where possible we've also looked at how we can promote from within and build an aspirational culture that hopefully translates into what we deliver to our customers."

He went on to add: "The management team decided we needed to differentiate the business as an employer of choice and pledged to invest £200,000 into TES Certified. This launched a few months ago and is proving extremely popular with staff and new recruits."

Total Enterprise Solutions (TES), which celebrates its 15th anniversary in 2022, has secured a string of new contract wins, including supporting the activities of Age UK in Birmingham and Lancashire, the West Midlands Safari Park, the Spinal Injuries Association and, most recently, the Green Party.

The firm's strong focus on working with charities has seen it leverage the power and capabilities of Microsoft Dynamics 365 to tailor solutions that help organisations with cyber security, fundraising management, SORP/SOFA compliance, Charity VAT and volunteer management.

By continuing to work with the sector, it has developed new solutions and, in the past twelve months, launched a suite of add on apps that expand the power of the Microsoft Cloud for Not for Profits.

They will accelerate the rate at which charities and organisations can embrace and benefit from digital transformation, increasing their Return on Investment (ROI) in the shortest time possible.

Paul went on to add: "Apprenticeships are increasingly important to TES' 'grow our own' approach and, so far, five have progressed into full-time employment with two new young people recently starting with us.

"We don't stop there either. Thanks to a new partnership with Staffordshire University, we now offer access to Degree Apprenticeships, which means someone starting with us can gain a degree within five years – all whilst earning an increasing annual salary, gaining vital sector experience and not being saddled with lots of debt."

He concluded: "Growing our own people is the best way for us to have the skills, talent and appreciation of the TES culture we need. It's a long-term investment, but one that is already starting to pay off."


For further information, please visit www.totalenterprisesolutions.co.uk or follow @totalolutions on LinkedIn.

Gold
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The background is a solid teal color. On the left side, there are several overlapping, wavy white lines that create a sense of motion and depth. These lines curve and flow downwards, with some appearing more prominent than others, creating a layered effect.

TES will get
you there.