

DSG The Offer - Debbie Gardiner MBE



Awarded an **MBE for Services to Apprenticeships and Charity** in Her Majesty the Queen’s New Year’s Honours 2018 and won the **East of England IoD Non-Executive Director (NED) of Year Award 2018**. Debbie established **DSG L&M Consultancy Services** in July 2018 to provide a range of leadership, management and consultancy services across all sectors, with a focus on Apprenticeship Reform, FE and Skills. She’s keen to share her knowledge, skills and experience to improve business performance and have a wider impact on social mobility and in doing so see people maximise their potential. Whilst Debbie’s focus is in the Apprenticeship arena, she has a passion for people, business development and improvement and extensive experience of maximising the benefits of Apprenticeships, training and development as part of an integrated plan to address business underperformance and supporting growth plans.

Debbie has more than 17 years of leadership and management experience in further education; appointed **Managing Director** of Qube Learning in 2006, promoted to **CEO** in 2010 and **Executive Chairman** in 2017. Previously at Sainsbury’s both in the retail and training divisions; her leadership and management skills are highly transferable. Debbie has a keen interest in Health Care, Retail, Finance and People focussed Charities.

GOVERNANCE AND OVERSIGHT

Non-Executive Director/Chair, specialising in Apprenticeships, FE & Skills

Actively seeking further NED or governance and oversight advisor opportunities, current roles include;

- Association of Employment and Learning Providers (AELP), appointed 2013 (voluntary)
 - ▶ Subcontracting group chair
 - ▶ Strategic forum, quality / Ofsted forum, funding group, DfE/ESFA counter fraud panel member
- Umbrella Training, appointed September 2018
 - ▶ Mentor for newly appointed Director / Ofsted Nominee
- Learn Plus Us, NED Chair, appointed October 2018
- The TESS Group, Governance Advisor, since November 2018

David Sales, Chair, EoE IoD said...
The judges commented that Debbie is an impressive winner in the NED category, demonstrating a truly pro-active approach to NED-ship. It is clear that as a Non-Executive Director, Debbie immediately gets to the heart of the problems, challenges and opportunities, and is able to suggest practical solutions. Being aware of issues is one thing. Being willing to get on with dealing with them is another – but this is precisely what Debbie has done. She is the NED that every business wishes they could have.

APPRENTICESHIP TRAINING ORGANISATIONS

DSG Apprenticeship Training Organisation Specialist Leadership & Management Consultancy

An end to end bespoke service that can start at the conception stage or at any point of the journey, can evolve or have an agreed timeline, input and outputs. The offer includes mentoring (CIPD approved), coaching, project management, consultancy, research, set-up, managing sustainable growth, contract management, organisation structure, business planning, strategy, quality, compliance, governance and oversight. Supported by an extensive network, including The Apprenticeship Consulting Group.

Unlocking the Potential of New Apprenticeship Training Organisations (ATO) – A ‘Pick & Mix’ Modular Service for Independent Training Providers (ITP), Colleges, Universities, Employers and Charities

- New ATOs with an ‘insufficient progress’ outcome from their Ofsted monitoring visit
- New ATOs preparing for their Ofsted monitoring visit



- Module 1: Initialisation
- Module 2: Governance
- Module 3: Management & Operational (including End-Point Assessment)
- Module 4: Quality & Compliance
- Module 5: Legal

EMPLOYERS

DSG Specialists in Apprenticeship Levy; Realising a Return on your Levy Investment (RoI)



Do you have an annual pay bill of £3 million or more? How has the Apprenticeship Levy impacted your cost base and profitability? Are you utilising your Levy funds or has it become a cost that hits the bottom line and brings no benefit to the business whatsoever?



Debbie wants to meet and support Apprenticeship Levy paying employers that are yet to engage with Apprenticeships or those that have started their Apprenticeship journey but aren't satisfied with their progress or outcomes to date. If you have a desire to see a meaningful and tangible **RoI**, I can work with you to identify appropriate strategies.

DSG Apprenticeship Levy Transfer Service



A new end to end service from **DSG L&M Consultancy Services** in association with The Apprenticeship Consulting Group, led by Debbie as the Account Manager and Principal Consultant. The main benefit is knowing that you have sector experts supporting the business through the process, enabling you to continue 'business as usual' without distractions or having to employ additional resource. We'll take the headache away from you by managing the project, dealing with the bureaucracy, ensuring quality and compliance is built in, alongside your additional requirements.

DSG Apprenticeship Levy Transfer 'Pick & Mix' Modular Service

Module 1: Initialisation

Module 2: Project Management, Strategy and **Return on Investment (RoI)**

Module 3: Operational

Module 4: Social Responsibility and PR

Module 5: Legal

SUPPORT ORGANISATIONS

DSG Specialist Consultancy Service for FE, Skills and Apprenticeship Service and Support Agencies, Networks and Organisations

Policy Vs the 'Real World' - Exceeding Customer, Client and Members Needs and Expectations

End-Point Assessment Organisations (EPAO), Awarding Organisations (AO), Government institutions, Agencies & Committees, Sector Membership Organisations & Groups, Professional Membership Institutions, Networks, Chambers of Commerce and Local Enterprise Councils (LEP)

A consultancy service specifically targeted towards the support organisation within the Apprenticeship, FE and Skills sector. Debbie is a current End-Point Assessor with BIIAB and CMI, as well as having a practical understanding from the customer perspective, both from her senior leadership roles and more recently from her NED and consultancy work. Additionally, Debbie's role on the Board of AELP affords her opportunities to meet with relevant and often senior people from the ESFA.

Benefits

*Current Leaders' perspective
Independent review
Real world experience
Return on Investment
Critical friend*

OTHER BUSINESS INTERESTS

Games for Business: Ambassador for the Apprenticeship End-Point Assessment Games App

Call-to-Mind (board game for people with dementia and other forms of memory loss): Business Consultant

Financial Adviser Academy: Joint partner for a new and innovative financial services academy

The Apprenticeship Consulting Group: Founder member and Principal Consultant