



In-Tray Exercise

Reference: In-Tray-02

Correspondence from: CEO

Addressed to: EoT StipTrainer (you)

Subject: Investment in Training

I've had a difficult discussion with a funding agency providing financial support to one of our partner organisations.

The difficulty was caused when I mentioned that public sector organisations were expected to use 2% of their payroll for training and development. The representative of the funding agency asked what evidence would be available to show the success of this investment.

Her argument is that unless there's relevant and acceptable evidence, there's no basis for approving additional expenditure. (I think she must be an accountant).

Although I gave her some vague notions of the benefits to be obtained from her agency's investment, I've promised to write to her with some more specific factors. The partner organisation is 'D', which as you know is newly formed and has no track record from which I can draw ideas or anecdotal evidence. Therefore, to help me sort out a suitable basis for my letter, would you list the sort of factors/measures that can be used to establish justification for this additional financial support.

PS Why 2%? Surely, this depends on circumstances.