



IMPACT REPORT 2023-2024

Certified



Corporation



Introduction

We are proud to publish our first [Impact Report](#), which presents data and stories about the impact our learning and development programmes have had for both learners and employers.

We would like to thank our colleagues, employer partners and learners for their dedication and enthusiasm, which has allowed us to help individuals and organisations develop and thrive.

This report outlines who we are, how we work, our reach, our impact and our approach to being a responsible business. It presents data and stories from our learners about the difference that their learning has made for them, their organisations and their communities. It highlights the ways in which we have had an impact outside of training delivery and outlines some of our goals to further improve our impact to society and the environment.

As Directors, we are striving to promote ethical and sustainable leadership as a means of creating a thriving and responsible business. Our B Corp Certification coupled with our first impact report marks our initial steps on an exciting journey.

Sarah Douglas
Operations Director

Lee Patterson
Managing Director



About RHG

RHG Consult (RHG) is a private training provider delivering apprenticeships, commercial qualifications and bespoke training nationally. All our training is delivered remotely using a mixture of live and recorded webinars, e-learning, workbooks, podcasts, learner forums, and 1:1 tutorials. We work with a range of employer partners, including SMEs and industry-leading global brands to provide the best support to our learners. All our learners have access to our free GROW Academy self development and career development workshops.

Our Mission

To grow with integrity.

Our Vision

To be a leader in sustainable and ethical training and development, empowering individuals and organisations to thrive while contributing positively to society and the environment.

Our Values

Sustainable
Ethical
Inclusive
Innovative

650+
learners
enrolled on training programmes

employed by
200+
different employers



our youngest
learner is

17



our oldest
learner is

66

95.65% of learners who attended a **GROW Academy Workshop** felt more confident about the subject |

521
learners
attended a FREE
Grow Academy Workshop

85%
of our learners
are **apprentices**

of which
100%
are in employment

57.14%
received a
salary
increase



75%
Felt informed about available pathways for their career progression | Felt their apprenticeship increased their knowledge of wider issues

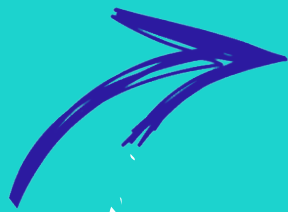


92.86%
Felt their apprenticeship increased their satisfaction with their role | Felt their apprenticeship increased their knowledge of wider issues

25%
have enrolled onto
higher level
qualifications

89.29%
Felt their apprenticeship increased their satisfaction with their role | Felt their apprenticeship increased their knowledge of wider issues





The Impact of Apprenticeships

Earn while learning

Apprentices have the opportunity to earn a salary while learning, avoiding student debt and gaining independence.

Develop role-specific knowledge and skills

Learning on-the-job provides apprentices with skills and knowledge relevant to their roles, while also providing a range of other transferable skills to transfer into future roles.

Direct impact

Learning outside of the traditional classroom allows apprentices to deliver projects that have a direct impact on organisations, communities and the environment.

Develop a more diverse team

Offering equal opportunities and promoting inclusivity invites more diverse talent to provide a range of perspectives, drive innovation and improve impact.

Tailored training

On-the-job training offers industry- and organisation-specific skills to improve business performance.

Social mobility

Recruiting apprentices demonstrates employers' commitment to equal opportunities and improving social mobility.



Closing Skills Gap

Green Skills

Demand for Green Skills is continuously increasing. Hiring rates since 2020 have been significantly higher for those with green skills than those without. However, supply is not meeting this demand and currently only 1 in 8 workers has one or more green skills. (Global Green Skills Report 2023, LinkedIn)

RHG Consult aims to equip learners with the knowledge and skills needed to fill the Green Skills Gap and reach Net Zero. We do this by delivering sustainability-focused apprenticeships, including the Level 4 Corporate Responsibility and Sustainability Practitioner, which was 1 of 6 Green Apprenticeships chosen in honour of His Majesty's Coronation. We also encourage apprentices across all programmes to discuss the importance of sustainability in their businesses and roles.



Case Study - Weil, Gotshal & Manges (London) LLP



Tobias Desouza

Pro Bono & Social Impact Executive
Weil, Gotshal & Manges (London) LLP

Corporate Responsibility and Sustainability Practitioner Apprenticeship, Level 4



Tobias decided to complete the CR&S apprenticeship in order to gain relevant experience alongside a qualification.

“I liked the idea that I could get all of the experience whilst getting a qualification, because that gives you a really good foundation to spring off for the rest of your career... As an apprentice, I’ve been given loads of responsibility – far more than I thought I would have been given – and far more freedom”

He has gained another layer of understanding of his role and can apply the theory that he has learned to his day-to-day work.

“It’s hard to think about what I was like before the apprenticeship scheme. It really teaches you to balance your time. There’s also the fact that you’re working as part of a team. It makes you a more competent professional because you’re aware of the theory behind what you’re doing”

As a result of the apprenticeship, Tobias was promoted in 2024 to his current, permanent role Pro Bono & Social Impact Executive.

“It’s made me really enjoy what I do...
It made me more motivated at work and more enthusiastic”

Improving social mobility through the Employability Festival

Tobias’ EPA project formed part of the WEIL (Widening Entry into Law) programme, which aimed to develop the skills and confidence of job seekers and involved charities and 45 other organisations. Since the event, 3 attendees from Suited and Booted – a charity helping long-term unemployed men back into employment – have found employment.

Case Study - Weil, Gotshal & Manges (London) LLP

Rob Powell

Previously, Director of Pro Bono, Corporate Responsibility & Sustainability
Weil, Gotshal & Manges (London) LLP



Rob is a trailblazer for the CR&S Apprenticeship and was Tobias' line manager.

Weil, Gotshal & Manges (London) LLP have increased the number of apprentices that they employ in areas such as HR, Compliance and Solicitors.

"You can see how passionate RHG is about this apprenticeship and that feeds through to the learner and the approach RHG takes... The support from RHG, the knowledge skills and behaviours and the learning that he's had to do over the last 2 and a half years has massively boosted and accelerated his development, because I think it crystalises a lot of the concepts and processes that he has to do in his day-to-day"

"For an employer like Weil that historically has never had many apprentices, seeing the CR&S apprenticeship in action has demystified what apprentices can do within an organisation and the value they can add to an organisation"

Weil, Gotshal & Manges (London) LLP recently hosted diplomats from other nations interested in apprenticeships, particularly the CR&S programme. They also transferred their unspent levy to smaller organisations to support 3 other CR&S apprentices.

"It's a real tangible impact on an individual level, on the apprentices, but also companies, organisations and communities"

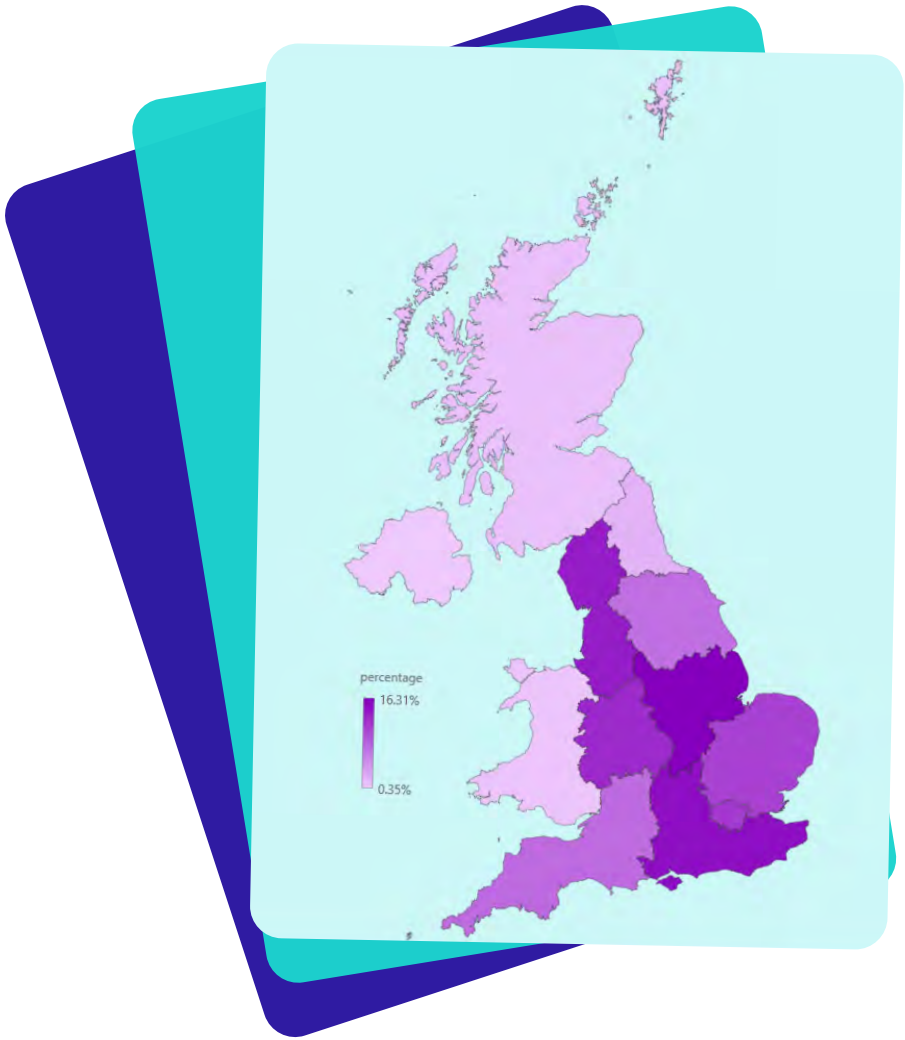
Walk with Weil

Tobias was involved in delivering Walk with Weil, an annual fundraising event that involves members of Weil, their families, the public, clients and charity partners. In 2023, the event raised nearly £25,000 for a variety of charities.



RHG Consult deliver remote training throughout the UK to provide opportunities regardless of location.

The map below shows the locations of our learners in 2023/24



REGION	PERCENTAGE
East Midlands	16.31%
East of England	10.99%
Greater London	11.70%
North East England	2.13%
North West England	13.83%
South East England	14.89%
South West England	7.80%
West Midlands	12.77%
Yorkshire and the Humber	7.45%
Wales	0.71%
Scotland	1.06%
Northern Ireland	0.35%

Our reach

14.8% considered themselves to have a learning difficulty and or health problem

14.61% learners did not have English as their first language

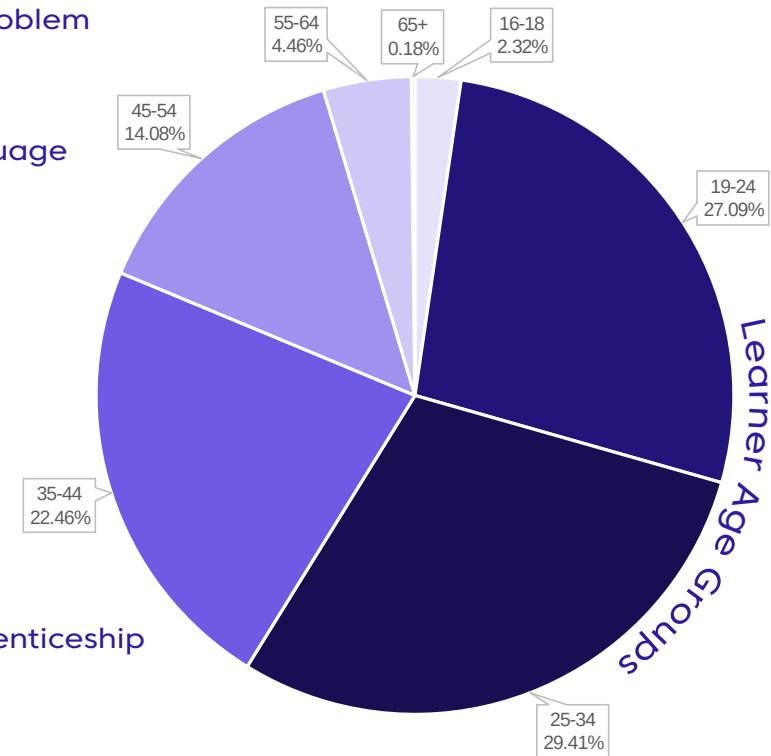
14.2% had a disability

7.78% 7.78% lived in a deprived area

5.88% had low or no qualifications prior to the apprenticeship

50.8%
of our learners were
female

23.72%
were from
ethnic
minorities



Case Study - ISS World

Anna Irvin

ISS World

Coaching Professional Apprenticeship, Level 5

Anna saw the importance of coaching in her role and appreciated the opportunity to learn virtually with RHG Consult, having completed a Master's in the past.

"I really enjoyed learning again"

She is more aware of her impact within the business and her colleagues have also seen a difference in the way that she works.

"I like to think it's made me more effective in my role and changed the relationships that I hold with senior managers, and the way in which I engage with them"

Anna is more likely to recommend apprenticeships since completing one herself. Anna's direct report was inspired to enrol on an apprenticeship.

"Working at my business for the last 12 months, it's made it more enjoyable because I can see I've got a new skillset and it's probably changing my career path slightly to think 'what might I do next?' – maybe try a little bit more coaching"

Building a Coaching Culture

Anna disseminated her learning across the business through training. She used her new knowledge to innovate her approach to communication and training delivery. Leaders could implement what they learned from the training in their own practice to embed coaching techniques across the organisation.

Sophie Goodlass

ISS World

Talent Programme Consultant

ISS World have been working to tackle the stigma surrounding apprenticeships and currently employ apprentices at a range of levels on 50 different programmes.

"For us apprenticeships have made a huge impact... We work in facilities management and we thrive on people-made places and our place-makers, our frontline security guards and health and safety officers, we're nothing without them really"

ISS World are focusing on knowledge sharing across the business and apprenticeships are playing a big role in this.

"L&D is a massive piece for us... Health and safety culture is at the start of every single meeting... Business improvement is huge... We are a large business, we have some huge clients that we are super super proud of, but we're always looking at what's next. That piece around being able to move someone from a role which is completely different into a bid function, we want to be able to do more of that, so we're really glad to have that support through RHG."

Apprenticeships support ISS World's bids by demonstrating the social value that they deliver through apprenticeships.

"it's really great to have hybrid training providers such as RHG where you have such a wide offering"

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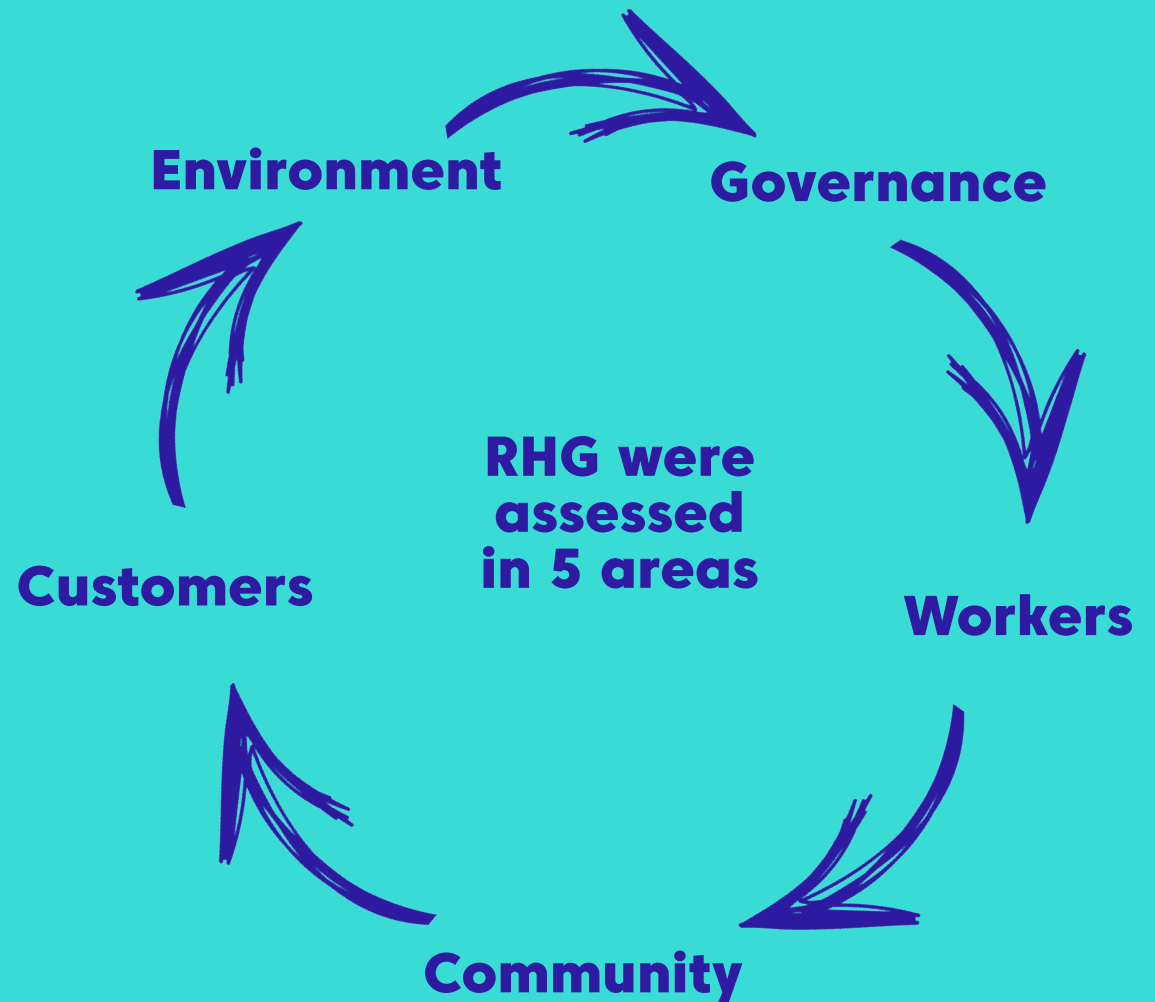
In May 2024, RHG Consult became a certified B Corporation™.

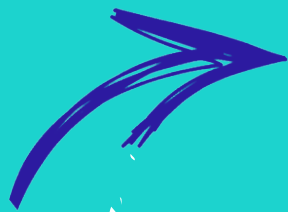
We have joined a community of over 2000 businesses in the UK demonstrating high standards of social and environmental performance, transparency and accountability.

We are extremely proud of our score of

121.1

This certification reflects our commitment to doing good for people and the planet. Achieving this certification means that not only are we already demonstrating high standards of social and environmental impact, but that we will continue to strive to better our impact.





Responsible Business

RHG | Impact Report

RHG Consult understand that as a business we are responsible for the impact that we have through our training delivery, as well as on society and the environment. Below are some of the things that we did in 2023 – 2024 to be a more responsible business.

Giving Back

In 2023, RHG Consult raised funds for CHUMS Charity who support mental health services in Bedfordshire, Luton, Cambridgeshire and Peterborough. As a team, we walked the distance equivalent to that from our head office in Market Harborough to Rome.

Through our 'Romp to Rome' campaign we donated £1012, with GiftAid, to this important cause.

2024's chosen charity is Pancreatic Cancer UK.

Wellbeing

In early 2023, RHG Consult introduced Health Cash Plans through Medicash for all staff. At the end of 2023, we introduced 3 paid wellbeing days for all employees, on top of annual leave and paid birthday leave.

Raising Awareness

To embed a culture around sustainability within RHG Consult, we have been focusing on promoting discussions with colleagues, apprentices and employers around sustainability. This includes staff training sessions on sustainability topics and promoting discussions around sustainability within webinars.





Our Goals

RHG Consult are extremely proud of our achievements in 2023 – 2024. Throughout 2024 and beyond, we will continue to work to improve our impact. Some of our goals for the next year...

Sustainable Development Goals

We will develop our Responsible Business Strategy in line with the United Nation's Sustainable Development Goals to provide a clear framework for further improving and measuring our impact and to directly contribute to international sustainability goals. Our first step will be mapping our current training delivery and operations to the SDGs to understand our current contribution and identify opportunities to further contribute to the goals.

Green Skills

In line with the UK's 2050 net zero target and IfATE expectations, we aim to promote the development of green skills and increase conversations around sustainability across all of our programmes. We will do so by embedding sustainability knowledge and skills into workshops, apprentice one-to-ones and progress review meetings with employers.

Health and Wellbeing Commitment

RHG Consult will develop our Health and Wellbeing Strategy to demonstrate our commitment to supporting the wellbeing of our staff. This will involve reviewing our current approach and identifying opportunities to develop a strategy to measure and support our staff's wellbeing.

Employee Volunteering

We want our team to have the opportunity make a difference in both their local communities and across the world. Therefore, we aim to increase engagement in the volunteering day offered to all staff in 2024 to 70%. We will achieve this by discussing volunteering days as part of staff inductions, training and appraisals, as well as regular team meetings. We have already begun streamlining internal processes by introducing a volunteering opportunity application form for staff.



t: 0345 603 9311
e: info@rhgconsult.co.uk
www.rhgconsult.co.uk

Harborough Innovation Centre
Leicester Road
Market Harborough
LE16 7WB

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