

# Rationale for Subcontracting

---

HIT Training's approach to subcontracting is to extend the accessibility of provision for learners and therefore a skilled workforce for employers.

HIT Training subcontracts to extend the breadth of its provision, broadening the range of sector subject areas or business sectors that can be covered. HIT Training's subcontracting may therefore:

- enhance the opportunities available for learners
- fills gaps in niche or expert provision
- provides improved access to training facilities
- support improved geographical access for learners
- offers an entry point for disadvantaged groups
- give consideration of the impact on individuals with shared protection characteristics

Specifically with regards to apprenticeship subcontracting, HIT Training will only subcontract where the subcontractor is an employer that wishes to deliver part of the apprenticeship training to provide bespoke training specific to that employer's business needs.

Subcontracts will only be awarded where our due diligence determines that the subcontractor has the capacity to deliver provision to the expectations of HIT Training and regulatory bodies including the ESFA and Ofsted.