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# Investing in procurement

through targeted, tailored training

## Highlights

- Better recognition and evaluation of staff capability
- Relevant, tailored training within a clear business context
- Recognised international standard of accreditation.



As part of its expansion and development plans, Babcock International Group decided to increase investment in training and development for all supply chain staff across its five main marine and technology sites. The training was the culmination of joint work between Babcock and CIPS to develop a tailored approach which focused on real-life scenarios faced by Babcock's employees.

## About CIPS

The Chartered Institute of Procurement and Supply (CIPS) is the global voice of the profession. Passionate about and 100% focused on procurement and supply, we exist to drive excellence in the profession in every way we can and provide a wide range of services for the benefit of our members and the wider business community.

“The programme developed and delivered with the Chartered Institute of Procurement and Supply is a key component of our group-wide focus on functional capabilities. The quality of the student work presented augurs well for further improvements in overall functional performance.”

ADRIAN COOK, GROUP HEAD OF PROCUREMENT  
BABCOCK INTERNATIONAL GROUP

# Facilitating growth through upskilling of procurement professionals

## ABOUT BABCOCK INTERNATIONAL GROUP

Founded in 1891, over the years Babcock International Group has developed a reputation for reliability and expertise, delivering support services across three core functions – managing assets and infrastructure, delivering projects and programmes and integrating engineering expertise. Its highly skilled workforce designs, builds, manages, operates and maintains assets vital for delivering key public services in the UK and overseas.

## THE BACKGROUND

Babcock put training of their procurement professionals at the top of its agenda when launching ambitious expansion plans, with a vision to achieve 'best-in-class' procurement. The organisation was facing the challenge of balancing risk, cost control and sustainability with offering improved service support to the business, and decided to introduce Corporate Award into its procurement function.

## Why CIPS Corporate Award?

**Babcock wanted clear benchmarking against accepted industry standards, and chose CIPS for its globally recognised levels of accreditation.**

Through CIPS the company undertook a Skills Gap Analysis for more than 100 employees, enabling it establish a clear snapshot of both development needs and existing capabilities and talent. The CIPS Corporate Award was then tailored to Babcock's business needs, allowing the organisation to conduct a 360° review of skills and competency levels, providing clear targets for improvement. The learning style was set in the context of real challenges faced by Babcock, using relevant case studies and assignments to drive learning and meet the CIPS accreditation criteria.

## The benefits

- **Savings:** The company is seeing a direct return on its investment thanks to individuals applying their knowledge directly to real business scenarios
- **Understanding:** The company now has a better understanding of the capabilities within the procurement function
- **Alignment:** The function is now firmly in line with the business requirement to support growth plans
- **Morale:** Good feedback from staff has indicated an improvement in morale as a result of Certification
- **Recruitment:** Attracting high-quality procurement candidates has proven easier following accreditation.

## The results

**To date, 133 students have undertaken the programme, with a further 298 across the International Group undertaking adhoc modules. Training in core modules of law, finance and negotiation, alongside leadership skills and supplier relationship management has benefitted both internal and external relationships.**

## CIPS Corporate Award

CIPS Corporate Award has two levels. The successful completion of a Corporate Award programme at Practitioner level results in Diploma Membership of CIPS. Subject to three years' experience in a responsible procurement role, successful completion at Advanced Practitioner level results in full membership of CIPS (MCIPS).

Created for groups of eight or more, CIPS Corporate Award is a stepped, modular study programme culminating in full MCIPS status. The award is delivered using different learning methods and includes:

- An initial skills assessment to understand knowledge gaps and suitably adapt the training prior to commencement
- Tailored training with practical assignments
- Interactive workshops and live business projects – to make learning relevant and directly applicable to the problems your organisation is seeking to address.



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