



evolve
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GLOBAL SOLUTIONS

Profile & Service Offer

UK and International

A decorative graphic at the bottom of the page consisting of several overlapping triangles in blue, orange, yellow, and green. The blue triangle is on the left, the orange triangle is at the top, the yellow triangle is at the bottom, and a small green triangle is on the right.

Innovate Minds
Create Change
Transform Futures

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Developing skills in Tanzania, Mikumi VTC students discussing enterprise and entrepreneurship,



Snowdon Reid with UKIERI project partners, senior managers from 3 vocational colleges in India.



ABOUT EVOLVE

Evolve Global Solutions Ltd. provides education, training and consultancy specialist support for both the education and business sector in the UK and internationally. Our focus is TVET and Higher Education.

Our skills projects have been proven to have a deep impact and considered to be of high quality.

Our projects are developed on the idea of building capacity, mutuality and inclusion, thus, bringing to life our values, which are about **innovating minds**, **creating change** and **transforming futures**.

We have supported the development of skills (vocational, technical and professional) in the following regions: UK, India, Ireland, Italy, Jordan, Kazakhstan, Morocco, Netherlands, Oman, South Africa, Spain Sri Lanka, Tanzania, Thailand, Tunisia, UAE, Vietnam.

Our products and services range from training and development for individuals to larger scale projects supporting employee training in a business setting or teacher and leadership development in colleges and universities. We are also greatly experienced at delivering larger scale, national projects such as inspection frameworks, teacher development where we have directly supported governments and their ministries.

Our CEO has over 20 years of experience in the education and training sector and with our specialist consultants we can offer you a combined experience and skill that will create positive impact for trainees, students and employees.



LIFE CHANGING!

Evolve managed the contract, led the project, designed the programme, delivered training, built networks and provided experts to add value to the project.

Evolve provided the project group with leadership and guidance in order to achieve our objectives. The experience that I gained through this international skills partnerships project was life changing.

ANNAMARIE PITTS
Vuselea TVET College, South
Africa

Using Lego Serious Play to explore concepts of: entrepreneurship. South Africa

Innovate Minds – Create Change – Transform Futures

Objectives:

Evolve Global Solutions has delivered successful, award winning, projects that have had great impact and we feel that our offer will be of benefit in any region, building on the good work that has previously been delivered.

We seek to:

1. Meet potential clients looking to subscribe to our service offer
2. We are also looking for long-term partners who see potential in developing a joint service offer that would be commercially successful and mutually beneficial

Our overall organisation objectives are:

- Continue to actively develop and grow strong partnership networks, which are able to consolidate resources and therefore extend our reach as a group.
- We seek to work with a variety of organisations such as colleges, universities, businesses, national agencies, ministerial departments etc. to develop effective training and development solutions
- Use our existing skills, experience and networks to help organisations and businesses to flourish and grow through training and development and performance management tools that are effective, build capacity and are sustainable.
- Continue to identify, secure and deliver successful funded projects as well as other commercial business opportunities that align with organisation objectives and ethos

EXCELLENT!

Working with Evolve has greatly helped the centre to change its image from our partners, youth and other centres in Tunisia.

I am happy to recommend Evolve Global Solutions Ltd to potential clients who strive for excellence and efficiency in their work.

ANIS CHETITI
CFA Bizerte, Tunisia



Winner: British Council's Best New International Skills Partnership Award. Marrakech, Morocco

OUR SERVICES

Training and Development



We can offer you support through one of our many training programmes or we can work with you to create a unique programme that matches your requirements.

Effective and well-planned training business performance, profit and staff

Trained employees are better primed to handle deal with complaints and are keen to progress values and goals. Through training and development, demonstrate to your workforce that you value them invest in them, improving loyalty and staff retention.

For Example:

- Enterprise and Entrepreneurship – developing students and with staff
- Educational leadership and curriculum
- Coaching and mentoring staff, especially new
- Quality assurance, quality improvement and performance
- Developing cross college teaching and
- Bespoke staff development programmes for business and third sector organisations
 - Change Management & Executive Coaching
 - Nurturing and Developing Innovation
 - English for Professionals
 - Managing & Improving Performance
 - Women and Leadership

HIGHLY VALUABLE!

The task was to focus on Quality of Teaching (Performance Evaluation), CPD and Teacher placement with employers. Afshan was successful in developing and implementing policy to guide performance evaluation, focus on enterprise as an alternative to unemployment, implemented new teaching and employer engagement methodology. Evolve's wealth of experience is highly valuable.

LESIBA CHARLES MAMASHELA
Sedibeng TVET College, South Africa

will improve morale.

enquiries, company you enough to

skills with

management managers staff

learning education,

Leadership Development: Build Your Way to Success
Workshop held in Bangkok for British Chambers of Commerce Thailand members.



Consultancy



Consultancy services can benefit your organisation in many ways and in the long run provide ways of either making savings or increasing revenue.

Our teams of experts are able to:

- Develop unique solutions that reflect your aspirations and right for your circumstances
- Our experts have held key positions in their industries, which ensures that you receive the benefit of experienced and tested 'best practice' derived from a range of backgrounds and sectors.
- In addition to our team of consultants, we work in partnership with an extensive network of organisations so are able to link you quickly to an even wider group of specialists
- We not only provide you with specialist support but in doing so we will build the capacity of your team so that you can continue to grow and develop once our work is done.
- We help you to achieve the change you want and as independent specialists we are able to achieve this for you quickly and efficiently

For Example:

- International Development:
 - Develop and implement international strategy and framework
 - Student Recruitment
 - Developing academic and commercial programmes in overseas regions
 - Creating strong and sustainable partnerships
 - Project Management – EU, British Council
 - Developing short programmes and summer school
- Developing business plans, strategic plans, communication strategy and ICT strategy
- Setting up as an organisation: company or social enterprise or micro-enterprise
- Implementing Change
- Acquiring quality marks and developing quality assurance frameworks or policy

AWARD WINNING PROJECTS



Viglacera Teacher Training Workshop, Hanoi

Teacher Training (general teacher training, soft skills teaching, curriculum development), Quality Assurance and Quality Improvement Training delivered to 50 staff at Viglacera which is one of Vietnam’s largest corporations in the construction industry. Viglacera set the trend in Vietnam by launching the Viglacera Training College. We were delighted to be invited to be a part of this journey by our partner Proskills UK. The project team went on to win an award for this work.



National Enterprise Project, Thailand

Supporting Hertford Regional College, Landrillo Menai College, SE Regional College, British Council and OVEC to develop and roll out a national programme that supports students to set up their own business. This project team won the National Enterprise Educator Award for Best FE Team 2017.

The Award recognises excellence within this area and celebrates those who have demonstrated exceptional and inspirational commitment in supporting student and graduate entrepreneurship

Project Management



At Evolve Global Solutions Ltd we understand the complexities of managing projects. We will help you by offering you a tailored project management service that assists you in establishing your options, defining your project needs and managing project delivery – we become your trusted advisor. Our team of project management specialists has many years of experience to offer you and, if you require it, we will work so that you improve your own project management skills along the way.

Good project management:

- Reduces the chance of a project failing
- Ensures an appropriate level of quality that results in meet project outcomes and deliverables
- Makes things simpler and easier for staff with a single point of contact running the overall project
- Encourages consistent communications amongst all key players
- Keep costs, timeframes and resources to budget

For Example:

- Project management and compliance
- Organise and manage events, seminars, away days and study tours

Bid Writing



Billions of pounds are available each year to organisations across all industries, are you accessing these funds? Often organisations do not know where to look and those who have seen opportunities are not skilled at writing bids or do not have the staff and time resources to complete bids.

Our experts have all worked in Private, Public and Third Sector organisations and so their experience and knowledge enables them to write technically competent bids. The team is experienced in supporting organisations to handle complex and time-consuming procurement, bidding and tendering processes.

We pleased to say that, or success rate is above 85% across a range of bidding opportunities. If you want to know what funds are available and how to access them then let us help you.

For Example:

- Bid writing – EU, British Council, ERDF, World Bank etc.
- Internal assessment of bid prior to being submitted

HISTORY OF PAST PROJECTS

Award winning projects delivered across 15 countries that have left a positive mark for thousands of beneficiaries. We would be happy to supply a case study for any of the projects listed below.

Country	Project Summary
UK	Commercial training: Hilton Park Lane, Rubens Red Carnation, The Savoy, RBKC Council, Metropolitan Police, SME training needs analysis programme in RBKC
EU	<p>Enabling Teachers to Deliver Soft Skills/Employability/Enterprise Training</p> <p>Working with 6 countries across EU to develop training modules that support teachers and leaders to develop soft skills with students</p> <p>National Accreditation Framework for the Irish EFL Sector</p> <p>Working with national agency to develop and implement a framework that raises standards and quality in Ireland.</p> <p>EU Projects – various</p> <p>Teacher development, enterprise and entrepreneurship, national qualification frameworks, curriculum development, staff and student exchange</p>
Saudi Arabia	<p>Develop National Standards to Enhance Quality of the Student Experience</p> <p>Working with government agency to develop and implement a framework for excellence that leads to improved success for young people in Saudi Arabia</p>
Morocco South Africa Tunisia	British Council Skills for Employability and Commercial: Teacher & leadership development, employer engagement, soft skills, entrepreneurship, quality assurance/improvement, careers guidance, leadership
India	British Council UKIERI and Commercial: Teacher development, employer engagement, soft skills, entrepreneurship, quality assurance/improvement
Indonesia Kazakhstan Nepal Oman Sri Lanka Tanzania Thailand Vietnam	<p>Skills partnership & Commercial:</p> <p>Teacher development, soft skills, leadership, in-country programmes – curriculum development, employer engagement, entrepreneurship, corporate training, quality assurance/improvement, careers, coaching and mentoring, managing change, English Language for Teachers, English for Specific Purposes, student and staff exchange, study visits.</p> <p>Women in Business, Women and Leadership, Women and Girls Empowerment,</p> <p>Speaker & present at national conference.</p>

OUR PARTNERS

Due to our long history in the UK and international education and training sector, Evolve Global Solutions are already working with key organisations. We are able to quickly bring together the right partners or consortia for any project.

We are already working with:

- Colleges
- Universities
- Sector Skills Councils (SCC)
- National Careers Service
- Association of Colleges
- Private Training Providers
- Employers
- Awarding Bodies
- Department for International Trade
- British Council



Special award for organising inaugural British Council sponsored MENA Skills Conference, held in Tunis, Tunisia. Photo showing Mr Houcine Debbeche – Director General at Ministry of Social Affairs, Tunisia and Ms Afshan Baksh, CEO, Evolve Global Solutions

MEET THE TEAM

Afshan Baksh – CEO and Senior Education Specialist

Specialisms: International and UK Vocational and Professional Education, Leadership, Business Development, Coaching, Teaching and Learning, Teacher Development, Quality, Curriculum Development and Qualification frameworks, Soft Skills, Enterprise and Entrepreneurship, International Student Recruitment and In-Country partnerships and joint programmes.

22 years of experience in leadership roles in the UK and international education sector. Afshan has delivered award winning projects for the British Council & other skills projects in 8 countries and was recently appointed external projects assessor and skills advisor to the British Council Skills for Employability programme. Afshan has completed consultancy projects for clients such as: Ministry of Education in Oman; HSBC Bank Oman, British Council to name a few and has been invited to speak at national and international conferences (British Council, UK NARIC, Ministry of Education Tanzania, Ministry of Education Oman, Ministry of Education South Africa, Tunisia, Kazakhstan).

“I have strived to improve not only my own performance but to improve performance of others through capacity building activity and as such I have provided coaching support for managers in the UK FE sector. I have prepared teams for numerous successful inspections and have headed up departments responsible for teacher and leadership development.”

Snowdon Reid – Associate Director, Partnerships

Specialism: UK and International VET Sector - Project Management, International Student Recruitment, Setting up Infrastructure and Operating Overseas Campuses, Overseas Market Intelligence, Securing international education opportunities

Snowdon has worked at both national and international levels across his specialisms and has now accumulated over 25 years experience in a wide range of roles from deputy CEO to director to senior management within education. As a former director of the board at UKCISA (UK Council for International Student Affairs) he was directly involved in lobbying for the benefit of international students in the UK. Snowdon has won awards from Birmingham City Council for global collaboration and the British Council for successful delivery of international skills projects. “I am an experienced international key note speaker at several international conferences and was vice-chair of the AoC’s (Association of Colleges) International Development Unit for TVET.”

David Llewellyn – CORPORATE TRAINING SPECIALIST

Specialisms: Leadership Training, Coaching, Change Management, Soft Skills, Business Development

With over 25 years' experience in financial services and commercial businesses and 12 years in design and delivery of commercial training, I have a firm grasp of the issues facing businesses. My interests are in developing the business skills of leaders, managers and staff through training workshops and facilitated discussions. I also have a passion for helping new businesses develop business plans. My work has included working with clients develop and deliver effective programmes across the UK and internationally.

LOUISE TAYLOR – TEACHING AND LEARNING AND ENGLISH LANGUAGE SPECIALIST

Specialisms: International and UK vocational education, English language development, Leadership and Management and Staff Development, Teacher Education, Quality Improvement, Observation and development of Teaching and Learning, Coaching

25 years of experience in roles within further and English language education from teaching to senior management in UK and overseas. "I was awarded a NIACE tutor of the year award and received a University of Westminster Fellowship for excellence in teaching and learning. "

MARGUERITE HOGG – INTERNATIONAL SKILLS DEVELOPMENT SPECIALIST

Specialisms: International and UK Education, EU and International Funding, Business Development, Coaching, international and EU partnerships, International Business Development, Programme and Project Management and Coaching and Mentoring.

20 years of working in the vocational sector both at a local and national level.

MICHAEL GEDDES – PROJECT MANAGEMENT AND PROCUREMENT SPECIALIST:

Specialisms Project Management & Small Medium Enterprise Procurement

Developing strategic relationships with international, private and public sector organisation, delivering large scale European Regional Development Funded (ERDF) programmes. I also work as a business mentor to Small and Medium-sized Enterprises (SMES) to enable them to become 'fit to compete' for private and public-sector contracts.

Delighted to have been invited by British Council to design and deliver this high level 3-day conference focused on skills development



Following success of the Tunisia conference we were invited to design and deliver 2 back-to-back high-level skills conferences in Amman, Jordan, December 2016

REFERENCES FROM CLIENTS

Annamarie Pitts – Programme Manager

I am the Programme Manager at Vuselela TVET College. I am responsible for all the programmes offered under the Business and Utility Studies Division.



As the Project Lead of the project from Vuselela TVET College in South Africa, I worked with Afshan Baksh between January 2015 and March 2016 on the International Skills Partnerships Project for Employability.

Afshan was the overarching leader on the project. She managed the contract, led the project, designed the programme, delivered training, built on current networks and provided experts to add value to the project.

Her knowledge regarding international skills partnerships contributed to the success of the project. She provided the project group with leadership and guidance in order to achieve our objectives. The experience that I gained through this international skills partnership project was life changing. Several valuable lessons were learnt that can be implemented and will be of value at Vuselela TVET College.

Vuselela TVET College: <http://www.vuselelacollege.co.za>

Adam Taumang - Innovation and Development Manager

My name is Adam Taumang, I work for Central Johannesburg TVET College in South Africa. My position at the College is Innovation and Development Manager, previously as Campus Manager of at least two of our campuses. I have known Ms. Afshan Baksh for more than a year when Sedibeng TVET College introduced me to her in International skills for partnerships around the globe. I found her very knowledgeable in global skills development perspectives, which is very much attributable to her extensive travel around the world. One aspect that I have enjoyed most was her ability to conceptualise themes at high levels which would easily be adapted to specific situations across cultural diversity. This was clearly demonstrated during an international conference in UK in 2015, which was organised by British Council to which more than twenty (20) countries were invited. Her organisational skills, including her ability to communicate well, enabled all partners to hold regular meetings using technology far from each other. I have applied skills and knowledge that I have learnt to carry out huge assignments at the college. I would definitely recommend any organisation to source the services of Evolve Global Solutions Ltd under the leadership of Ms. Afshan Baksh. Central Johannesburg College <http://www.cjc.edu.za>



Najib Hamouti – Career Development Manager

My name is Najib Hamouti and I work as Manager of the Career Development Centre at ESITH, a Higher Education engineering school in Casablanca, Morocco. I have known Ms. Afshan Baksh for four years now. We worked together to set up skills partnerships projects in the MENA region. Ms. Baksh has a rich and diversified experience in the fields related to education, vocational education, and international development and this is the main reason why she was able to lead ambitious and complex projects, such as the ones we worked on together, according to the standards of quality and in due deadline. I wholeheartedly recommend Ms. Baksh for international educational projects, training, coaching, and capacity building.

Anis Chetiti - Business Development Manager

Training Centre and Learning Bizerte, Trusteeship under the Tunisian Agency for Vocational Training and the Ministry of Vocational Training and Employment



I worked with Afshan from November 2011 until now on skills for employability pilot project in Tunisia, under the program of International Skills Development in Tunisia and

MENA in the area of vocational training.

We worked in the following different areas - career and guidance, employer engagement, Quality Assurance, continuous improvement, Teaching and Learning, employability, soft skills, Leadership and Management.

Afshan was a real leader, with her patience and ability to absorb and manage difficult situations; she helped me by her coaching and her high level skills to better manage the project. With her I have gained new skills and new methods of working in the areas mentioned above and this led to me becoming a reference in Tunisia and in the MENA region in the field of vocational training.

Working with Afshan has greatly helped the Centre to change its image from our partners, youth and other centres in Tunisia.

Currently Afshan works with many institutions in the world, in many fields and at all levels and on different international projects, I am happy to recommend Afshan and Evolve Global Solutions Ltd to potential clients who strive for excellence and efficiency in their work.

Blog: <http://developmentskillspartnership.blogspot.co.uk>

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