

## **How can charities help industry deliver the right skills?**

In addressing this question Scott Norris drew attention to the importance of the role of trustees. They have an important and significant role in identifying, selecting and then monitoring the most appropriate applications for funding from individuals wishing to develop their career. He urged charities to review carefully the range of skills and experience of their trustees to ensure that there is the right balance for the role they must fulfil.

The Perry Foundation place great emphasis on their responsibilities to individuals they fund including a formal mentoring programme and maintaining an active alumni.

In terms of an individual charity Scott Norris strongly endorsed the need for charities to collaborate at all levels in their activity. He specifically emphasised the need for collaborative funding as this will enable the limited funding available from charities to go further, especially if other major funders are involved.

In conclusion Scott Norris issued a challenge to all charities

**“when you attend the Forum next year will you have improved the career of at least one person?”**