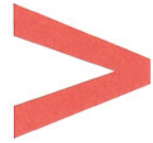


15 September 2004

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Learning+Skills Council
Hampshire and Isle of Wight

To Whom It May Concern:

Derek Dann played a vital part in the development of the Learning and Skills Council for Hampshire and the Isle of Wight.

On three separate occasions we have asked Derek, at short notice, to cover vital roles within the Workforce Development Directorate.

Initially, Derek covered the vacant role of Learning and Development Manager which included developing part of our internal learning structure, looking at the roles of managers and moving us towards achieving Investors in People recognition. This was subsequently achieved in June 2003.

The second role that Derek carried out was an evaluation project of our Business and Training Review process. This involved consulting a range of stakeholders and made recommendations for how we might move forward.

More recently, from May to August this year, Derek has been a tremendous help during a period of reshaping by facilitating the understanding and implementation of new HR policies and procedures. These included a bonus scheme, voluntary redundancy, recruitment and ad hoc issues as they arose.

On a personal level, Derek was a great asset to me. He fitted in with whatever was a priority for us at the time. He was diplomatic, worked well with the team and could fluently operate at a range of levels and always in a professional manner.

Yours sincerely

Sue Swan
Director of Workforce Development



INVESTOR IN PEOPLE