



D2N2

Colleges and Employer Engagement



Derby
Derbyshire
Nottingham
Nottinghamshire

Introduction

The D2N2 LEP region is served by 10 Colleges which support over 100,000 learners with a combined budget of over £240 million, and employ around 7000 people.

They have established a strong track record of employer engagement over many years, meeting local demand both in the private and public sector, and make a significant contribution to local economic development and enterprise.

The following case studies evidence an alignment with existing D2N2's strategic priorities and areas of economic focus, and demonstrate a strong relationship with globally recognised employers with, for example, in Transport Engineering and Manufacturing: Rolls Royce (Derby College), and Toyota (Burton and South Derbyshire College).

They also demonstrate how colleges importantly contribute to D2N2's objective of up-skilling progressive workforces, and supporting those looking for employment with the requisite skills.

Colleges in the D2N2 region

- Training provided to around 9000 Employers per year.
- Over 15,500 Apprenticeships provided annually, with over 4,500 at Advanced or Higher Level.
- Apprenticeships include Key Growth Sectors and Skills: Automotive Industries, Science, Engineering and Manufacturing Technologies, Management and Leadership.
- Apprenticeship Success Rates in the East Midlands have more than doubled since 2004 (37% in 04/05 to 75.7% in 10/11) with the D2N2 region reflecting this trend (38.9% to 75.3%), and comparable with the rate for England (36.7% to 76.5%).
- Workplace Learning provided to 35,000 learners over a year.
- Over 2,000 learners participating at Level 4+ annually (across apprenticeships, education & training, workplace learning, community learning).

Bilborough College

**Burton and
South Derbyshire
College**

**We are
Central** | **Central College
Nottingham**

**Chesterfield
College**
achieve your potential



Stephenson College

VISION
**West Nottinghamshire
College**



Derby
Derbyshire
Nottingham
Nottinghamshire

- 70% of the Colleges rated Good or better by Ofsted, with no colleges rated unsatisfactory.
- College Governing Bodies are well represented by local major employers, such as Astra Zeneca, JCB, Nat West, Siemens, and Toyota, reflecting the strength of existing engagement relationships.
- Around 40% of the Bodies are made up by Governors with a business background.

Paul Eeles,
Chief Executive, EMFEC & ABC Awards Group
D2N2 Skills Commission Member



Bilborough College

Burton and South Derbyshire College

We are Central | **Central College Nottingham**

Chesterfield College
achieve your potential



ABOUT US

- Bilborough Sixth Form College was formed in 1975, converting from Grammar School status when Nottingham's Education system became Comprehensive.
- The College supports 2000 learners, and operates with a budget of £8 million.
- The College was graded Good at its last Ofsted inspection.

Employer Case study

KPMG

KPMG are regular guests to the College and have decided to focus on Bilborough as a 'Key' College because of the positive reception they receive from students and staff alike.

They promote their School Leavers Programme and also have planned workshops on Interview and CV skills, Dragon Den's Style Workshops and Numeracy Games

They will shortly be running 'Afternoon Tea' sessions at their Offices for students to visit, so that they can get a feel for the working environment, to hopefully inspire, and generate confidence in the students.



Engagement with Employers

Bilborough College has been hosting a Careers and Employment Fair annually for the last 12 years open to students, staff and parents. It regularly hosts over 25 major employers and training providers including some of the Top Graduate Employers such as:

- ◆ PWC
- ◆ Deloitte
- ◆ KPMG

Long standing exhibitors include The National Apprenticeship Service and Uniformed & Armed Services. Other speakers who come in over the Academic Year to talk to students include:

- ◆ Boots Academy
- ◆ Rolls Royce Apprenticeship Academy

Both companies have promoted Vocational routes and Apprenticeships in Business, IT, Marketing, Pharmacy and STEM programmes.

The Chartered Management Institute have been actively involved in their Young Ambassador Management Scheme for over 10 years. The verifier from CMI regularly interviews, recruits and awards Certification for the managers of the future. Over 100 students from Bilborough College have been successfully accredited with CMI over the last 10 years and have attended Award Ceremonies – the last one hosted by the Nottingham Trent University.

A link has been formed with MyJobsplace – a new type of recruitment service using the Facebook approach to employment and the JobCentre Plus team.

Students from Bilborough College have been regular winners of the Kaplan Financial Scholarship every year from 2008 – 2010. Kaplan is one of Europe's leading experts in financial and business training.

Burton and South Derbyshire College

ABOUT US

- ◆ Burton and South Derbyshire College was established over 60 years ago
- ◆ 11,000 learners
- ◆ Budget of over £18 million
- ◆ Ofsted Grade: Good
- ◆ A new Construction and Sustainability Academy located in South Derbyshire opened in 2012.
- ◆ The College also recently launched a Microsoft Academy

EMPLOYERS & WORK-BASED LEARNING*

In 2011-12 the College supported:

- 1300 Apprenticeships
- 500 Workplace learners

**Includes South Derbyshire / D2N2 Region based provision*



Employer Case study

Toyota Manufacturing UK

Toyota has two manufacturing plants representing a total investment in excess of £2 billion, with 3,100 employees.

The vehicle manufacturing plant in Derbyshire began production in the United Kingdom in 1992.

The College has worked with Toyota over the last eight years to deliver Manufacturing and Business Improvement Technique qualifications to production workers across a number of lines at the company.

The success of the training led to the creation of a purpose-designed programme of qualifications, ranging from Hybrid Engineering and Engineering Leadership to IT, Literacy and Numeracy.

The overall success of the training has been outstanding, enabling thousands of the manufacturing workforce in the region to gain a number of complimentary qualifications.

Toyota has benefited from increased quality and efficiency, whilst individual members of staff have enhanced their progression opportunities.

The Technical Apprenticeship Academy at Toyota has now been established, offering Level 2 Intermediate Manufacturing and Advanced Engineering Apprenticeships.

Over 700 adult apprentices have been recruited and work is now underway on the development of a higher apprenticeship pathway.

INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

APPRENTICESHIPS—Construction | Manufacturing | Engineering | Administration | Hair and Beauty | Hospitality and Catering

NVQ—Management | Education | Administration and IT | Early Years and Care | Hair and Beauty | Hospitality and Catering | Sports and Leisure | Construction | Manufacturing | Motor Vehicle



**Central College
Nottingham**

ABOUT US:

- South Nottingham College was renamed Central College in 2012, following its merger (the year before) with Castle College, Nottingham. It is now the largest College in Nottinghamshire
- The College supports over 20,000 learners per year, operates with a budget of £50 million, and is rated Good by Ofsted
- The College has 13 centres of learning across Nottingham, covering a variety of Sectors, including Visual Arts and Digital Media, Construction and Technology

Employers & Work Based Learning

- The College delivers an average of 4,500 Apprenticeship Programmes per year
- Last year over 2,500 individual employers were supported with training or apprenticeships, of which 37% were large companies (250+ employees), and 59% SMEs



Employer Case study

Kia Motors UK

The College has worked in partnership with Kia Motors UK Ltd for over 3 years. The relationship started out with Kia renting space at the College's Automotive facility to deliver 'technical training' to their Dealer Network.

Since 2009 the relationship between the College and Kia Motors has developed and culminated in both parties agreeing to long-term partnership to further the interests of both organisations.

This long-term partnership is a 10-year agreement to provide a commercial training facility alongside a national manufacturers apprenticeship programme for Kia Motors.

The commercial training facility saw the College and Kia Motors jointly invest £250k to create a 17,500 square foot Kia Motors UK, dedicated training centre which includes both technical and non-technical training facilities as well as a replica Kia showroom to cater for the training needs to the growing Kia Dealer network from across the UK.

The national apprenticeship programme is designed to service the needs of the UK Kia dealer network with the ambition to have at least one apprentice in each Kia Dealership by 2015. Over the duration of the partnership more than 700 apprentices will be trained in what is estimated to be worth over £10million to the local economy.

Simon Hetherington, Kia dealer Development Director, said: "Our partnership provides apprentices with the chance to learn the trade, earn good money and become qualified for their future career with the brand at the end of their studies. Through the new Kia Academy Training Centre, we hope to have around 100 apprentices by the end of this year. That's an increase of almost 200% compared with today."



INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

Automotive Technology | Engineering | Manufacturing | Construction | Low Carbon Technologies | Sport | Health & Medical Sciences | Health & Social Care | Transport & Logistics | Business Administration | IT & Management

ABOUT US:

- ◆ Chesterfield College supports 10,000 learners and operates with a budget of £30 million.
- ◆ The college was established in 1984 following a merger of the local Art and Technology colleges.
- ◆ It received a Good grade at its last Ofsted inspection
- ◆ The College provides 700 courses from Entry through to Degree Level, across 3 campuses, including a campus specifically for HE provision.
- ◆ **Learning Unlimited** is the commercial division of the College, and is one of the largest providers of Apprenticeships in Derbyshire and Nottinghamshire, working with a cross section of employers from large blue chip companies (including an Advanced Apprenticeship with National Grid) SMEs and Sole traders.



Employer Case study

Derbyshire County Council

The Authority started working with Learning Unlimited in February 2012 through an Apprenticeship Training Agency Model, and have just celebrated our 100th Apprentice with the Authority.

"After we stated our interest in taking on two Business Admin apprentices, Learning Unlimited took the time to talk to all of the candidates who applied and give us a shortlist of the five which were most suitable.

We then interviewed these five candidates together and although it was difficult choosing between them as the calibre was so high, we're delighted with the two we selected".

Karen McInnes, Business Services Officer, Disability Design Team, DCC Property, Line Manager of the 100th Apprentice.

EMPLOYERS & WORK-BASED LEARNING

- ◆ The College currently provides Training and Apprenticeships to 970 individual employers, 95% of which are SMEs.
- ◆ In 2011/12, 1,182 people achieved their Apprenticeship Qualification through the College.

INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

Business | Construction | Engineering | Hospitality | Care | Art and Design



ABOUT US:

- Derby College was established in 2002 and supports over 30,000 learners per year, operating with a budget of £50 million.
- The College delivers courses from entry through to degree levels, in the main Industry Sectors. It has four main campuses located in and around Derby, including the flagship vocational campus which opened in 2009 following a £48 million regeneration.
- The College is a delivery partner for Rolls Royce, delivering their technical certificate for the engineering apprenticeships and has recently developed sector specific qualifications for rail and engineering with the National Skills Academy for Rail and Engineering and rail specific employers, including Bombardier.
- The College is currently looking at developing higher level apprenticeship units in hydraulics for JCB, and has also worked with the retailer Matalan since 2006, delivering training and qualifications for 2000 learners.

INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

Health and Social Care | Construction | Engineering | Automotive | Retail | Land-Based | Hospitality | Catering | Commercial Services | Management | Sport and Languages

EMPLOYERS & WORK-BASED LEARNING

- ♦ In Derbyshire and Nottinghamshire the College work with over 500 employers, 10% of which are large employers (250+ employees).
- ♦ In 2012 the College had over 2,200 apprentices on programme with over a 1,000 new in-year starts.

Case study

ROLLS-ROYCE PLC



Rolls-Royce

Over a number of years, Derby College has developed extensive working relationships with Rolls-Royce, the world leader in aero engine design and manufacture. The successful relationship ensures the current and future skills needs of the workforce are anticipated and addressed, ultimately supporting competitive advantage in the global market.

Aspects of the partnership include:

The Quantum Centre established over ten years ago on the main manufacturing site, continues to support the IT skills needs of Rolls-Royce's workforce in addition to their families and members of the local community.

- ♦ Since 2004 Derby College has worked with Rolls-Royce in order to accredit many of the organisation's in-house training courses as nationally recognised awards.
- ♦ Apprenticeship Training: For many years, Derby College has supported the Rolls-Royce Apprenticeship programme. Apprentices receive skills training and NVQ assessment at Rolls-Royce whilst the technical certificates are delivered by Derby College team members.
- ♦ Higher Education: The Foundation Degree, developed in partnership with Derby College, Rolls-Royce and the HEI.
- ♦ Derby College Is the regional lead provider for the National Skills Academy – Manufacturing, with Rolls-Royce the role of regional lead employer working in partnership to address the skills challenges faced by the sector.

"Rolls-Royce has enjoyed an extremely effective working relationship with Derby College for many years. Senior managers at both the employer and College recognise the strategic significance of partnership. Informal links, built over time, have led to relationships grounded in understanding and trust.

Our relationship with Derby College is a true partnership established and maintained to ensure that our current and future skills needs are addressed. The College understands our business objectives and responds to our needs providing us with real time training and education solutions."

Graham Schumacher,
Head of Learning Services, Rolls-Royce plc





ABOUT US

- ◆ Rated Outstanding by Ofsted, Lincoln College was established in 1932 as a Technical College. It supports 20,000 learners per year, and operates with a budget of £30 million.
- ◆ The College has 3 main Campuses including one in **Newark, Nottinghamshire** which support learners and employers in the county, including major employers such as British Sugar.
- ◆ The College provides courses from Entry through to Degree level, the latter in association with Nottingham Trent University.

EMPLOYERS AND WORK-BASED LEARNING*

The College delivers an average of 2,600 qualifications to Employers each year, and delivered over 1,500 Apprenticeships in the last 12 months (as of Nov 2012) Last year over 1,000 individual Employers were supported.

**includes D2N2 region provision*



Case Study

NOTTINGHAM COMMUNITY HOUSING ASSOCIATION

NCHA is one of the largest housing groups in the East Midlands, employing nearly 900 staff with an annual turnover of £51 million and property stock worth £450 million.

NCHA is currently working in partnership with Lincoln College to deliver Apprenticeships and Management Qualifications which accompany their in-house training provision.

“We have a very positive and constructive relationship with Lincoln College – working together well with a mutual interest in ensuring that candidates are successful,” said Richard Burke, Assistant HR Manager.

“The largest of the programmes with Lincoln College involves 62 employees undertaking an Apprenticeship in Health and Social Care,” explained Richard.

“We also offer managers the opportunity to take a vocational qualification. The Management Diploma and ILM Team Leader programmes with Lincoln College have worked well to meet our needs over the past two years. We also have staff taking the Business Administration Apprenticeship.”



INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

Accounting and Finance | Building and Construction | Business Management | Creative Arts | Engineering | Health and Social Care | Manufacturing Technologies | Transport Operations and Maintenance | Sport, Leisure and Recreation



ABOUT US

- ◆ New College Nottingham (NCN) was established in 1998
- ◆ NCN supports around 20,000 learners per year, and operates with a budget in excess of £36 million. NCN is graded Good by Ofsted.
- ◆ The College has 6 campuses across Nottingham, with courses offered at a variety of levels: from GCSE through to Degree-level study.
- ◆ These are delivered through 16 Subject Specific Academies which include: Business, Finance and Professional Development, STEM, Construction, Energy, and Enterprise (Peter Jones Academy).
- ◆ NCN is also one of the founder members of the Gazelle Group which was formed in 2011 by five college principals (Amarjit Basi, NCN) with an exclusive focus on building a cluster of entrepreneurial colleges regionally and across the UK, by 2016.

EMPLOYERS & WORK BASED LEARNING

- ◆ In the last 12 months (Nov 2011-2012) the College delivered training to over 530 Individual Employers and delivered over 1000 Apprenticeships.
- ◆ Of the Employers supported 30% have 10-250 employees, 60% are SME's and 10% are large employers.
- ◆ The College provides nearly 100 types of qualification in the Industry Sectors listed below.

Employer Case Study

University of Nottingham

The University of Nottingham is a player in the global knowledge economy, with major campuses in China and Malaysia, and a strong record in leading edge technology spin-offs through for example BioCity and MediPark.

The University launched an initiative to introduce Apprenticeships as part of its strategy to develop and maintain a skilled and adaptable workforce. In a competitive tender, New College Nottingham won the Apprenticeship Initiation Contract.

New College Nottingham has a strong record in delivering apprenticeships and employability and has strong links with Job Centre Plus in the Nottingham City area.

The first phase of recruitment attracted over 250 applications, with 16 apprentices appointed after a rigorous assessment process. Recruitment was prioritised amongst those resident in the City.

The apprentices, with ages ranging from 17 to 21, were placed in twelve University Departments covering both Corporate and Academic functions.

Because the cultural approach of apprenticeship development was new to the University, there was a need for capacity building the skills required for mentors to support the new apprentices.

In order to address the key challenge of an employer unfamiliar with the Apprenticeship Programme, the College worked in partnership with the University to design an innovative approach of training volunteer apprentice mentors from existing University staff (through an Institute of Leadership and Management programme).

This Mentor approach will be crucial in helping New College Nottingham achieve its aim of supporting the Nottingham Growth Plan and the City Council in increasing the use of apprentices amongst City Employers, working in close collaboration with Jobcentre Plus.

INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

Hospitality Leisure and Tourism | Retail | Logistics | Business Administration
| Accountancy | Construction Building Services | Health & Social Care |
Creative Industries | Digital and Media Performing Arts | IT and Telecomms
| Management | Engineering



The University of
Nottingham

UNITED KINGDOM · CHINA · MALAYSIA

ABOUT US

- ◆ North Nottinghamshire College (NNC) is based at Worksop, Nottinghamshire and supports 4,000 learners with a budget of £12 million.
- ◆ The College is the primary provider of further education in the local authority District of Bassetlaw, and provides Entry through to Level 7 Qualifications.
- ◆ The College is graded Satisfactory by Ofsted

EMPLOYERS & WORK-BASED LEARNING

The College currently provides training and apprenticeships to over 150 employers in Derbyshire and Nottinghamshire

- ◆ 35% of which employ 20+ staff
- ◆ 15% of the Employers supported have over 100 employees.



Employer Case study

Premier Foods supply a range of retail, wholesale, foodservice and other customers with many of Britain's best known brands, including Ambrosia, Mr Kipling, and Oxo, employing around 12,000 people nationally.

Premier's Manufacturing Site in Worksop currently employs around 450 people and is a major employer in the Bassetlaw district.



NNC has worked with Premier Foods on delivering projects aimed at Professional Development for a new group of Team Leaders and existing Employees.

The College has provided training support which ranges from entry level vocational skills and qualifications through to Diploma and Directors level development in a very broad context.

This complex manufacturing arm of the company requires skills and qualifications in:

CMI First Line Management , Food Safety, CIEH level 2 safety, IOSH Managing Safety, COSHH, NEBOSH, Food Sensory Panel Testing & Market Research Services

"We have been collaborating with NNC's Food Technology Centre for the last 3 years. The information collated has been invaluable to Premier and has helped us to make recommendations to the business on new product launches and identify areas for improvement on some of Britain's favourite Brands.

The staff have provided an excellent professional service and have always met our needs – Keep up the good work!"

Thomas Gayle, Group Sensory Manager, Premier Foods

INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

Food Manufacturing Technology | Environmental Health | Health, Safety and Environmental Management | Logistics Warehousing and Transport | Management and Professional Development | Renewable Technologies Installation Training



ABOUT US

- ◆ Stephenson College was established in 2005, with its main campus located in Leicestershire and a further campus in **Nottingham**.
- ◆ It supports 7,000 learners, operating with a budget of £12 million.

EMPLOYERS AND WORK-BASED LEARNING*

- ◆ The College averages 2,200 qualifications delivered in the workplace or to employers each year.
- ◆ The College delivered 1,823 Apprenticeships over the last 12 months (as of Nov 2012)
- ◆ The College delivered training to 354 Individual Employers in this period.

*Includes D2N2 region provision



Mansfield District Council

Creating a District where People can Succeed

Employer Case Study

Mansfield District Council - Adult Apprenticeship Programme

Stephenson College approached Mansfield District Council in 2008 with a view to providing training in multi-skilling for their maintenance operatives. The council's initial interest was in Adult Apprenticeships.

Out of a workforce of 77 there were a number of members of staff identified on the maintenance team who required additional training and up-skilling in order to meet the government targets for councils as part of the 'Best Value' initiative.

The first group of Apprentices started their programme in 2008. The programme received excellent feedback from the initial group of Apprentices and a second group commenced the following year.

The local authority was interested in an apprenticeship programme that could be delivered entirely in the workplace. Taking this consideration into account the College presented a programme that would not negatively impact on the council's day to day business and caused minimum disruption.

The programme also involved utilising the Authority's void properties for training purposes.

The attendance model used also ensured that the Rapid Response Team activities would incur minimum disruption on a day-to-day basis.

Since this programme has been in place other organisations in the region are looking to adopt the training model based on the success of the Mansfield programme.

Rob Somerville Director of Construction at Stephenson College said "Our partnership with Mansfield District Council in the delivery of the Adult Apprenticeship programme has been very successful. We are particularly proud of the innovative ways the staff involved were able to design a programme which would provide training solutions to up-skill the workforce with minimum disruption to the Councils daily work routines."

"This was only made possible by the co-operation, partnership and excellent working relationship between the Council and the College."

INDUSTRY SECTORS WHERE TRAINING IS PROVIDED:

Construction | Motor Vehicle Maintenance | Rail Services | Engineering | Health and Social Care | Administration and Accounting | Customer Service | IT | Team Leading and Management | Plant Operations



ABOUT US

- ◆ West Nottinghamshire College was originally established in 1928.
- ◆ The College supports over 20,000 learners per year, and operates with a budget of over £45 million
- ◆ Ofsted grade: Good
- ◆ The College has 10 centres across Nottinghamshire including a Construction and Logistics Academy at Kirkby in Ashfield.
- ◆ It also operates an Apprenticeship Training Agency (Vision Apprentices)
- ◆ The College has strong links with business, among the companies it works with are DB Schenker, Boots, and Trackwork, and DS Smith.

Employers & Work Based Learning

- ◆ The college has provided high volume Apprenticeship Programmes for large companies in the D2N2 LEP area including Bombardier and Thorntons (300 and 200 programmes respectively)
- ◆ 5000 Apprenticeships have been delivered over the last 12 months (as of November 2012)
- ◆ 1700 Apprentices are currently being completed through the College's Apprenticeship Training Agency
- ◆ 26% of Employers accessing Apprenticeships over the last 24 months were large companies (250+ staff).
- ◆ 28% of SMEs supported have more than 10 employees.



Employer Case Study

Development of Employment Progression Model (Pre-Apprenticeship / Employment) for Social Care, Retail and Construction Sectors in Nottinghamshire

In Nottinghamshire, the college identified significant challenges in recruiting people not in work to the above sectors.

Challenges identified

- ◆ Attracting sufficient numbers of people to work within these sectors.
- ◆ Employers were involved with the candidate selection process and where appropriate provided input on the pre-employment programme and also provided work placements.
- ◆ Engaging employers to provide real and guaranteed job vacancies.
- ◆ Using creative delivery of learning in the workplace to meet the significant challenge of qualifying staff to meet legislative requirements.
- ◆ Motivation of the learners once on a pre-employment programme.

College solutions

- ◆ Developed a good working partnership with relevant partners (Job Centre Plus, the Sector Skills Councils, funded community and voluntary groups, and the Skills Funding Agency)
- ◆ Implemented an effective recruitment campaign targeted at inactive (qualified or unqualified) long term unemployed people or those inactive due to incapacity.
- ◆ Developed a pre-recruitment learning programme with the flexibility for learner to progress (when in employment) on to an apprenticeship programme (with Employers posting "hard to fill" vacancies)
- ◆ Employers were involved with the candidate selection process and where appropriate providing input on the pre-employment programme and also to provide work placements.
- ◆ Review and evaluation after each programme to make necessary improvements.



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