Chesterfield College

Successful Employer Engagement

Trevor Clay
Chesterfield College

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Learning Unlimited

- Learning Unlimited – commercial arm of Chesterfield College

Learning Unlimited
The Chesterfield College Group

- Established in 2008 in direct response to the LSC
- New team appointed
- Inherited very traditional work based learning

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Learning Unlimited

- Apprenticeships delivered in engineering and construction
- A number of sub-contracts delivered on behalf of other providers

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Learning Unlimited

- Large contracts were not available
- Large SME base in the local area
- No TTG legacy
- Strategy for growth supported by the Corporation
- Direct delivery by curriculum teams
- Direct delivery by Learning Unlimited
- Partner delivery

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Partners/Sub-Contractors

- Challenges of using partner delivery/ sub-contractors/supply chain
- Procurement
- Due diligence
- Contracts
- Quality Assurance
- Financial monitoring

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- Growing pains and gains
- Curriculum business plans
- Conflicts of priorities
- Reducing reliance on partners

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Apprenticeships

- Working with employers to develop apprenticeship frameworks tailored to the needs of the organisation
- Over 30 frameworks available

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Employer Engagement Strategy

- Employer Engagement Strategy focuses on:
  - Understanding the employer's needs
  - Organisational needs analysis
  - Developing and delivering the most appropriate training solution
  - Evaluating achievements against the employer's objectives

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Labour Market Intelligence

- Labour market intelligence and research critical to our ability to meet the demands of the local economy and employers
- Analysis of inward investment plans
- Analysis of employment trends and growth sectors

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Benefits of Apprenticeships

- Gain a highly motivated and loyal workforce
- Increase productivity
- Remain competitive
- Reduce training costs
- Support succession planning strategies
- Customise workforce development
- But at the end of the day: most SMEs simply need an extra pair of hands!

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Heather Hughes, HR Manager, Vesuvius UK

"Learning Unlimited is quick to respond to our needs and has worked with us to develop training which is tailored specifically to our organisation"

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Stephen Wood, Production Manager, Dawson Rentals

"This is our first year of employing apprentices in our specialist field of cold storage. We have struggled to find the skilled workers we need and have identified that apprentices are the only way for us to do this. It's working well"

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Sonia Hobson, Director, Sheffmed

"We utilised the services of Learning Unlimited as we were looking at taking on an apprentice to help with the sales and marketing at Sheffmed. We found Learning Unlimited to be very **efficient** and **proactive**; they **listened carefully** to our requirements in order to provide us with the best candidates"

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Student Support

We provide:

- Regular support and contact with students
- Bespoke and flexible delivery models to meet individual student and employer needs
- Use of technology and innovative learning methods to promote independent learning
- Dedicated student support through a Welfare Officer

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Apprenticeship Academy

- Apprentices employed by the College

- Apprentices instrumental in initial employer engagement, contacting employers to raise awareness of apprenticeships and securing appointments for Business Advisors

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100 apprenticeship vacancies generated every month

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Apprenticeship Recruitment

- Free recruitment service offered to all employers to assist with:
  - Production of job descriptions and person specs
  - Initial application pre-screening
  - Basic skills assessments
  - Pre-interview training and preparation

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Pre-Apprenticeship Programmes

- Short, specific vocational programmes preparing young people and adults not in education, employment or training for a full apprenticeship programme or other positive progression
- Programmes include engagement activities, work experience, community projects

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Apprenticeship Training Agency

- Learning Unlimited awarded a contract by Derbyshire County Council to deliver 500 apprenticeships over the next 4 years using the Apprenticeship Training Agency (ATA) model
- Extended to SMEs

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Apprenticeship Training Agency

Employer benefits:

- Simplified recruitment process
- Apprentices employed by the College
- Payroll process managed by the College

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Nick Hodgson, Chief Executive, DCC

"We have been delighted to welcome our 100th apprentice to the Council and are really pleased with the partnership we have formed with Learning Unlimited. The support they have given to our staff has proven critical to the success of the programme."

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Sector Based Work Academies

- Engaging with large employers such as Tesco, Debenhams, Aldi and McDonalds to deliver pre-employment programmes
- Pre-employment programmes offer guaranteed interviews to those who successfully complete the training

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66% of students on a pre-employment programme delivered on behalf of McDonalds successfully secured employment

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Apprenticeships

285% growth in students starting an Apprenticeship with Learning Unlimited from 2009/10 – 2011/12

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Apprenticeship Growth

Learning Unlimited:

- **2,750 apprentices in learning**
- **Working with over 1,000 different employers, the majority of whom are East Midlands and South Yorkshire based SMEs**

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Learning Unlimited has seen **significant year on year improvements** in overall apprenticeship achievement rates, **currently at 84%**

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National Recognition

- Learning Unlimited awarded highly commended for outstanding employer engagement at the inaugural TES FE Awards in 2011

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Challenges/Opportunities

- City Deals
- Employer Led Pilots
- Reviews:
  - Richard
  - Holt
  - Heseltine
  - 24+ Advanced Learning Loans