



BUSINESS SERVICES

Weston College **Group**



WELCOME



“ Weston College won both College of the Year and Overall FE Provider of the Year at the national TES FE Awards 2015. This follows Ofsted awarding us their very top grade – outstanding across all areas of provision – so we are officially the top performing college in the West of England.

This means that if you choose Weston College you know your business (and employees) are getting the best! The best education for your staff, the best chance of success, the best teachers, sharing their many years of industry experience, the very best in modern, state-of-the-art facilities and outstanding support in designing and delivering flexible and bespoke training to meet individual business needs.

We've invested in new industry linked teaching spaces which inspire our learners and are testament to our focus in delivering high quality training and skills for businesses.

Whatever your business needs, I am confident that we can offer you a training and skills offer to help power your business. ”

Dr Paul Phillips OBE
Principal and Chief Executive
Weston College Group

**£2.5
MILLION**



Invested in
new engineering
facilities

**£4
MILLION**



Invested in the
Future Technology
Centre
(opening 2016)

**£30
MILLION**



Invested at the
South West Skills
Campus, including
the Business
Enterprise Centre

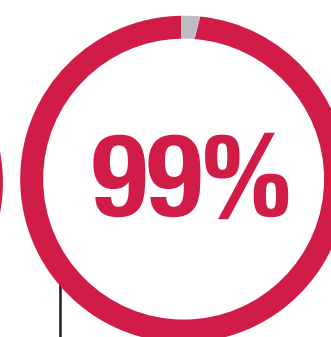
- **New Law and Professional Services Academy** launching soon
- **23** HE courses (2015/16), 10 Honours top-ups and over **800** students
- **100+** vocational courses
- **50+** apprenticeship frameworks
- **Bespoke training** programmes to suit individual business needs
- We are working with **2,500** businesses and organisations
- One of only a few **Apple Authorised Training Centres** in England.



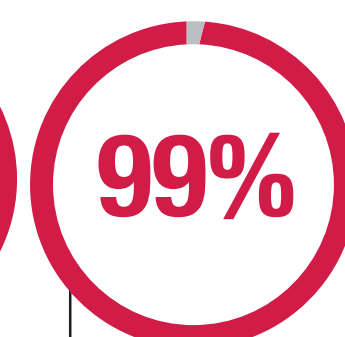
A Level pass rate
(2014/15)



Apprentices
offered a permanent
role by their employer



Graduates in
employment
or further study
within six months



Pass rate of
degree students.
20% achieving
First Class Honours

WHY WORK WITH US?

Success and quality

Our success rates have put us in the top 10% of colleges nationally for the last three years.

Breadth of provision

We offer 23 Foundation Degrees, 25 A Levels, 50+ apprenticeship frameworks and 100+ technical and vocational courses, as well as a range of services including job searches, recruitment, sports and fitness activities, and state-of-the-art facilities.

Flexible and bespoke delivery models

Tailored training solutions designed by our experienced team to meet specific business/industry needs and delivered at a time and place to suit your business.

Communication is critical

We communicate regularly with businesses, gaining feedback to ensure provision meets continuing employer needs.

High employer satisfaction rates

Employers rate the experience of working with Weston College at 9.6 out of 10.

Passionate

About supporting employers and partners (such as business support organisations, the local authority and Local Enterprise Partnership), helping businesses to grow and strengthening our local economy.

Employer engagement

Employers can help shape current and future skills provision, for example:



Curriculum development

To ensure that our curriculum delivers the knowledge and skills required by industry, sectors and businesses.



Collaborative work

Our Business Growth Team works with many businesses and organisations to develop joint projects and bids.



Live project briefs

Providing a great opportunity for students to experience working to a client led brief. Projects can cover a variety of areas from graphic design and filming through to product design.



Offering work experience

Whatever the size of your business, taking students on work experience can pay dividends. Students bring many new qualities to your organisation and can offer fresh ideas or develop projects.



Mentoring

Mentors guide their student - mainly by email or telephone conversations - to help them with their project and to reach their goal.

The Business Enterprise Centre

Weston College has a dedicated Business Enterprise Centre (BEC) which works closely with employers to ensure that individual business needs are met. BEC co-ordinates £3.5m of Skills Funding Agency (SFA) apprenticeship provision each year, as well as delivering the workplace elements of each apprenticeship through an experienced team of assessors.

It is home to a team of recruitment and support staff with professional industry experience who are passionate about business. Whatever your needs, the team will take the time to understand your requirements and will work with you to put in place effective training programmes which will be continually monitored and reviewed.

Our expert recruitment team will:

- Have an initial discussion to identify your specific requirements
- Work with you to develop job descriptions and person specifications
- Support you and your business throughout the recruitment process and will be on hand to answer any queries you may have
- Manage job applications and pre-screening on your behalf and provide a shortlist of suitable candidates.

business.enterprise.centre@weston.ac.uk
01934 411 594



APPRENTICESHIPS MEAN BUSINESS!

IF YOU'VE NOT GIVEN APPRENTICESHIPS MUCH THOUGHT, THINK AGAIN!

If your business needs to recruit, your first thought might not be to hire an apprentice. But perhaps it should be.

An apprenticeship is a way for young people and adults to earn while they learn in a real job, gaining a real qualification and a real future. Apprenticeships are a simple, cost effective way to develop a motivated, skilled and qualified workforce that can help drive your business forward.

Over 130,000 businesses across the UK offer apprenticeships due to their effectiveness at growing a talented workforce, increasing productivity and improving business performance.

Apprenticeships are work-based training programmes which provide skills, knowledge and experience required by businesses along with a nationally recognised qualification.

Employing an apprentice can provide your business with a variety of benefits, not least the opportunity to fill identified skills gaps. Employers can choose the modules studied to ensure that the framework is best suited to their business needs.

We understand that each business is different and that a standard framework may not be suitable to all. We can work with you to create a bespoke programme tailored to your individual business needs. Successful examples of this include programmes designed specifically for GKN Aerospace, Foot Antsey, Castelan and Churngold.

Apprenticeships can range from operational to degree level and the majority of courses can be delivered in the workplace to ensure minimal disruption to your business. A College assessor will visit the apprentice to ensure their progress is reviewed against the business's expectations and that the placement remains beneficial to both parties.

Entry Level
through to
Level 6
available

Free
recruitment
service worth
approx.
£2,000

Over 90%
of employers
offer full time
contracts to our
apprentices

You could
be entitled to a
government
grant of
£1,500

THE FACTS

96%

of businesses that take on an apprentice report benefits to their business*

88%

of businesses believe that apprenticeships lead to a more motivated and satisfied workforce**

72%

of businesses report improved productivity as a result of employing an apprentice*

81%

of consumers favour companies that employ apprentices**

88%

of employers were satisfied with the relevance of the training*

82%

of employers take on apprentices to build the skills capacity within their business**

75%

over three-quarters of employers expect apprenticeships to play a bigger part in their recruitment policy in the future**

80%

of apprentices believe that their apprenticeship has provided them with sector-relevant skills and knowledge and improved their career prospects*

WE OFFER OVER

50

**APPRENTICESHIP
FRAMEWORKS
INCLUDING:**

- Engineering
- Accounting
- Construction and trades
- IT software
- Web and telecoms
- Customer service
- Legal
- Management
- Team leadership
- Sport
- Teaching assistants

And so much more!

Get in touch with our apprenticeships team for more information.

apprenticeships@weston.ac.uk
01934 411 594

*Evaluation of Apprenticeships - Employers and Learners, BIS, May 2012

**2011 British Chambers of Commerce and Populus research commissioned by the National Apprenticeship Service

THE APPRENTICESHIP TRAINING AGENCY

Brighter Futures Recruitment

Placing apprentices, supporting employers

Brighter Futures Recruitment (BFR) is an Apprenticeship Training Agency, launched in response to identified business needs. Its aim is to provide a high quality apprenticeship experience for both the employer and the apprentice.

BFR is a professional recruitment agency, which works in conjunction with Weston College and the National Apprenticeship Service (NAS). It provides a flexible solution for businesses looking to employ an apprentice, while also offering consistency of employment to the apprentice.

BFR offers three apprenticeship models to suit varying employer needs:

- The Apprenticeship Model
where the apprentice is employed by you
- The Probation Model
where the apprentice is employed by BFR for an agreed length of time; you can then choose to employ the apprentice for the remainder of the apprenticeship
- The Apprenticeship Training Agency Model
where BFR employs the apprentice for the duration of the programme.

There's never been a better time to employ an apprentice.

To find out more about BFR, contact our team on:

01934 411 760

info@brighterfuturesrecruitment.co.uk

www.brighterfuturesrecruitment.co.uk



HOW IT WORKS:

- 1 We meet with you to discuss the skills needed, agree a job description and decide which apprenticeship model would be most appropriate
- 2 We advertise the vacancy and screen potential applicants
- 3 We then provide you with a shortlist of suitable candidates to interview
- 4 You conduct the interviews and select which candidate to recruit
- 5 Depending on which apprenticeship model has been chosen, the contract of employment will either be fulfilled by you or BFR
- 6 The apprentice will receive outstanding training delivered by Weston College
- 7 We keep in regular contact with you and the apprentice for the duration of the programme to provide support and ensure the placement remains beneficial to both parties.

APPRENTICESHIP LEVY

In the 2015 Autumn Statement, the UK Government outlined plans to increase apprenticeship participation to three million by 2020 by making funding changes and introducing an apprenticeship levy.

The levy will be introduced for employers who have an annual payroll in excess of £3m, with the first payments due in April 2017 at a rate of 0.5% paid through PAYE.

To find out more contact the Business Enterprise Centre on:

business.enterprisecentre@weston.ac.uk

01934 411 594

www.weston.ac.uk/levy



TRAINEESHIPS

A traineeship is an education programme combined with work experience that is focused on giving young people the skills and experience that employers need.

Traineeships are a great way to support a young person to take their first steps into full time employment and nurture the next generation from your local community.

They are tailored to the needs of your business and can form part of your commitment to corporate social responsibility.

The Business Enterprise Centre can work with you to develop the traineeship and put in place a high quality work experience placement.

All training costs are met by government funding.

For further information on traineeships contact the Business Enterprise Centre on:

business.enterprisecentre@weston.ac.uk

01934 411 594

IPECO COMPOSITES APPRENTICESHIP CASE STUDY

Ipeco Composites specialise in the development and production of high performance structures utilising both metallic and advanced composite materials covering a wide range of markets from aerospace and defence to medical and industrial.

Paul Stacey, Quality and Technical Planning Manager from Ipeco Composites, talks about his views on the importance of apprenticeships to the business. “Ipeco have an established apprenticeship programme as we feel it benefits the business hugely. We want to further improve the skills within the company and apprenticeships are a smart way to do that. Our apprentices become competent engineers as well as becoming prepared for the workplace by learning both theory and practical skills.

“Working with Weston College has been easy as they demonstrated they could deliver a local apprenticeship to the standards expected by Ipeco, and the drive and commitment of the College team make the learning experience interesting and rewarding for apprentices.

“Our recommendation is to use Weston College for engineering apprenticeships for the training of future employees. We would encourage an annual apprentice intake to any business. Potential employers should recognise this will provide skills to their business and the area which, until now, have not readily been available. So why not support, recruit, invest, and employ locally.”



“ I really enjoy being in the workshop and learning new skills and once I finish my apprenticeship I want to continue working for Ipeco and work my way up to management level. I’ve been really impressed with Weston College, the teaching is fantastic and the facilities are all brand new. ”

Matthew Vicarage
Engineering Apprentice at Ipeco Composites

IS YOUR BUSINESS HINKLEY READY?

Weston College is working with a number of businesses to help them plan for the benefits that Hinkley Point C (HPC), as well as other major infrastructure and construction projects, will bring to the area. We can support businesses to either re-skill or up-skill their workforce and help prepare for the huge impact HPC will have on our economy.

As well as delivering apprenticeships (from Level 2-6), we offer the following:

➤ **Flexible training solutions**

There is a wide range of learning programmes which can be designed to suit individual business needs including: work-based learning, blended learning and fast track routes.

➤ **Sector Based Work Academies (SBWA) and Sector Based Training Academies (SBTA)**

SBWAs and SBTAs are available to cater for individual employer needs and/or the needs of a group of businesses. This bespoke training can be centred on a particular topic or identified sector need and can both complement and enhance other forms of training.

➤ **Hinkley Point Training Agency (HPTA)**

The HPTA has been set up to help meet the skills needs the HPC. It will also support local economic growth and contribute towards meeting the aim of 34% of jobs being within a 90 minute commute and 2% apprentices. It will act as a single skills voice for HPC (adding value to the work of existing skills bodies) and skills brokerage service, including backfilling.

➤ **Business Support and signposting**

The College, along with partners, has planned for the demand and opportunities that HPC will create. The offer available to businesses includes business support and signposting to services such as the Hinkley Supply Chain Portal.

For further information on HPC visit our website: www.weston.ac.uk/hinkley or email us hinkley@weston.ac.uk



HOW DOES HPC AFFECT YOUR BUSINESS?

Hinkley Point will bring around 25,000 employment opportunities to the South West throughout the lifetime of the build. Although construction skills will be in high demand, there are many other skills and disciplines which will be needed for this including:

- Business and Management
- Health and Safety
- Engineering
- Administration
- Hospitality and Catering
- Facilities Management (including security and cleaning)
- Project Management.

“ Weston College is forward thinking, innovative and works collaboratively to create solutions. ”

- Alliance Homes

**Hinkley C
Construction**

WHAT BUSINESSES SAY ABOUT US

“ Weston College has worked with us to design an innovative work experience programme that has been tailored to meet our business needs. We have been impressed by the calibre of students who applied from Weston College. We've also been impressed with the way the College ensures their students not only succeed in their studies but are also ready and able to slot into the commercial world. ”

Matthew Gazzard,
Finance Director, Thatchers

“ Weston College provided us with a Customer Service Apprenticeship which most recently was delivered through a new e-learning tool, meaning our UK-wide trainees had the same opportunity to achieve the qualification. I would recommend the College as a local training provider as they are focused on understanding the business they work with and identifying the best avenues of development the help lead the business and its employees to greater success. ”

Katy Dominy,
Head of HR, Castelan

“ The candidates from Weston College were strong in interview and had encouraging portfolios. Laura and Amelia are competent and exciting graduate designers with a good sense of fun, enthusiasm, confidence, professionalism and ambition in abundance. ”

Ben Tappenden,
Creative Head of Graphics and Packaging, Dyson

“ We highly recommend the Weston College apprenticeship scheme. The College was able to help us find suitable candidates for the role, and offered all the advice and support we needed to make the process of taking on an apprentice the perfect business choice. We could never have imagined how much this could benefit our business. ”

Lauren Day,
Office Manager, Everstep Financial

ENGINEERING THE FUTURE

The demand for qualified engineers has never been higher and it's estimated that 1.9m jobs will become available in this sector over the next five years.

In order to ensure that our provision meets the needs of the local economy, Weston College has invested £2.5m in new state-of-the-art engineering facilities, (opened September 2015) at the South West Skills Campus.

This new provision offers an extensive range of high quality training to support organisations operating in the engineering, aerospace and manufacturing sectors to develop and grow future talent.

We are delivering a full engineering and manufacturing curriculum and are one of only a few colleges in the country to offer advanced composites.

As well as apprenticeships and traineeships we can provide bespoke training courses (from operation through to advanced levels), to help up-skill and/or re-skill existing employees.

The new engineering facility is home to apprentices from GKN Aerospace, Ipeco Composites Ltd. and L3.



Our brand new workshops and labs include:

Fully equipped machining workshops, materials labs, hydraulics and pneumatics labs, PLC and control systems labs, electronics workshop, CAD suites, composites workshops, 3D printing facilities and maintenance and fabrication workshops.

NEW FOR 2016

LAW AND PROFESSIONAL SERVICES ACADEMY

Weston College is creating a new Law and Professional Services Academy (LPSA) opposite the existing Knightstone Campus.

The College has secured £15 million of LEP funding, which has allowed the modification and redevelopment of the building in Lower Church Road, which forms the first phase of the LPSA project.

The second stage will see the redevelopment and modernisation of the historic Winter Gardens Pavilion, which will include replacing part of it with a new two-storey extension containing lecture theatres, seminar rooms, meeting and conference spaces, offices and associated facilities. The iconic 1920s pavilion, ballroom and other parts of the Winter Gardens will be refurbished and will remain available for wider community use.

The LPSA will act as a catalyst for the regeneration of Weston town centre, nurturing existing talent and attracting new people into the town while addressing local skills gaps and creating new jobs at the same time.



FUTURE TECHNOLOGY CENTRE

The college has secured £4.6m of additional LEP funding to develop the Future Technology Centre.

This Centre will enable the College to respond to national, regional and local skills requirements, meet the workforce and skills requirements of the Hinkley Point C development and provide a technology-ready workforce for the future.

It will upskill learners with 'work ready' technology skills across a range of sectors and disciplines including: advanced engineering/civil engineering, creative and digital, advanced design and digital techniques/technologies such as Building Information Modeling (BIM), virtual reality, low carbon and advanced technologies which support industries and learning. But we're not stopping there!

The College's £2.5m Engineering Centre opened in September 2015 and provides state-of-the-art teaching space for a full engineering and manufacturing curriculum.

The Engineering Centre, which forms the first phase of the Future Technology Centre, is based at the South West Skills Campus. It offers a wide range of engineering qualifications and skills training including; mechanical engineering, fabrication and welding, aeronautics, manufacturing, digital technologies and maintenance.



CAMPUSES AND FACILITIES

All our campuses are situated in Weston-super-Mare, within close proximity to the M5 and local train and bus routes. Our campuses offer state-of-the-art learning spaces, resource centres and sports facilities including a gymnasium with these facilities continually evolving and developing.



KNIGHTSTONE CAMPUS

Set in Weston-super-Mare's town centre, the campus has undergone extensive refurbishments and offers contemporary facilities such as commercial hair and beauty salons, an upgraded training kitchen, a simulated medical treatment room, specialist LDD facilities and provision and a University Centre devoted to degree students.



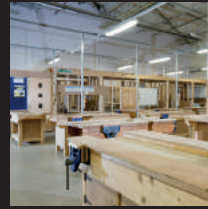
UNIVERSITY CAMPUS

Home to our creative arts courses and our Sixth Form students. The campus is one of only a few Apple Authorised Training Centres in England, with bespoke courses delivered to businesses by Apple Certified experts.



WESTON COLLEGE ACADEMY

Opening in September 2016, this campus will be home to the North Somerset Enterprise and Technology College (NSETC) students. After identifying a skills shortage in STEM subjects (Science, Technology, Engineering and Maths), NSETC provides a STEM focused curriculum for students along with a strong business ethos. Businesses can work with NSETC to provide live project briefs or become a mentor to students and in return we will provide a talent stream directly to employers via placements and other opportunities.



SOUTH WEST SKILLS CAMPUS

This multi-use site has undergone a £30m renovation and was recognised for its quality and design at the Local Authority Building Control Building Excellence Awards.

The South West Skills Campus houses:

- **Business Enterprise Centre (BEC)**
A specialist department which provides businesses with bespoke, work-based training and apprenticeship services.
- **Construction and Engineering Centre of Excellence (CECE)**
Offering industry standard workshops and hi-tech training for the construction, civil engineering and building service sectors.
- **Future Technology Centre**
The £2.5m Engineering Centre opened September 2015 and has welcomed students and apprentices from companies such as GKN, Ipeco and L3. The £4.6m LEP funded Future Technology Centre (opening 2016) will offer advanced technology skills training.
- **Automotive Technology Centre**
Featuring three large workshops, computer suites with vehicle diagnostics and hi-tech classrooms.
- **Sustainability Centre**
Created to train the next generation of construction workers in sustainable building techniques.

“Employers and community partners are closely involved in the development of the College’s curriculum, which responds very well to the needs identified locally, regionally and nationally.”

- Ofsted



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www.weston.ac.uk/employers

May 2016



Apprenticeships



INVESTORS IN PEOPLE | Gold



INVESTORS IN PEOPLE | Champion



Winner
COLLEGE OF THE YEAR



Winner
OVERALL FE PROVIDER
OF THE YEAR



European Union
European Social Fund
Investing in jobs and skills

