

# **Your business Your college Your future**

**Employer partnership opportunities**



“ The college leads in several city-wide partnerships that build influence and reputation and ensures the college is seen as a major participant in the Learning City and business focused partnerships. ”

Matrix standard assessment, 2019

“ Staff have strong links with a wide range of partners. These partners provide learners with good work-experience opportunities and good resources, which prepare them well for employment. ”

Ofsted, 2017

We work with over 2,000 employers each year.

## Here to help your business

City of Bristol College has a long history of working with the region’s employers, supporting the growth of the economy by providing effective training and employer engagement opportunities.

We understand the changing skills requirements and demands aligned to the region’s industrial and economic priorities, business needs and technological advances. We will work with you to ensure our training and skills solutions meet your organisational needs.

### Why should I engage?

- Helping to develop a pipeline talent for your organisation
- Helping to address skills gaps by co-designing the college’s curriculum and future proofing your industry
- Spotting talent early through work experience and live projects
- Accessing government funding to support skills development
- Contributing to raising aspirations and improving life chances for the local communities

In the 2019 DfE\* employer survey, 94% of employers said they were satisfied with the service received from City of Bristol College.

# How can I engage?

## Spot talent early

### Apprenticeships

City of Bristol College offers a wide range of apprenticeship qualifications and standards, to help you find the right fit for your vacancy. We can also help you to navigate through your levy entitlement and facilitate access to levy supply chain support to make the most of existing funding opportunities within work-based learning.

We can also help you by:

- Advertising your vacancy and supporting you in recruiting a suitable apprentice
- Exploring apprenticeship opportunities with existing staff
- Explaining the apprenticeship levy
- Agreeing and delivering a training plan
- Delivering and monitoring a high quality apprenticeship programme

In addition, we work closely with the South West Apprenticeship Company (SWAC) which is an Approved Apprenticeship Agency. SWAC can act as the employer for your apprentices, minimising the administration. They regularly review apprentices' progress and 99% of their apprentices succeed.

### Work experience

Over 3,000 young people study at City of Bristol College every year and most of them would love the opportunity to gain an experience of the working world. This can take the form of scheduled regular time slots or blocks of a few weeks and enable you to take on a student studying within your sector. The college will support you with the necessary paperwork and associated health and safety requirements.

**“ At Berwick Lodge we really enjoy the opportunity of having students from City of Bristol College. I believe it has huge benefits for us as an employer. We encourage students to be passionate about the hospitality business and this in turn increases their self-confidence and skill set. As the placement is for 45 days or more they leave feeling empowered and confident with new skills. ”**

Sarah Arikan, Owner and Hotel Manager, Berwick Lodge

### Industry placement pilot

The college is part of the DfE pilot for the 315 hours industry placement which will be a mandatory part of the 2 year Technical Level (T level) starting from September 2020. We are working with employers in order to build capacity to offer students placements that fit in around the needs of both employer and the study programme. Placements can take the form of scheduled 1-2 days a week, block release or a model that suits your business.

The benefits are that you can support the development of a student's technical skills over a substantial period of time as well as create a talent pipeline for your business. The college will support you with necessary paperwork and associated health and safety requirements as well as seek your feedback when reporting back to the Education and Skills Funding Agency as part of the pilot.

Your business can gain an insight into how a placement works by taking part in a live video call to talk more about your business with students and to find out more about their study programme. Similarly, offering a live project brief for students to work on could help utilise their skills and knowledge whilst supporting the development needs of your business.

### Volunteering

Our students regularly engage in community volunteering activities and we are always looking for ideas about additional civic engagement opportunities.

### Internships and supported internships

These longer term work placements offer a student an opportunity to undertake a set period of weeks or months within a specific role in your organisation. This option works best when the employer is able to engage a student in a specific project, enabling them to develop a set of skills and operational knowledge of a business to provide the employer with consistent support over a longer period of time.

Supported internships are full-time study programmes for young people aged 18-24 who have a learning disability and/or autism and who want to find paid employment. Work placements include on-the-job training with expert job coaches who are responsible for supporting both interns and their employers. At the end of the year, interns will continue to work with their job coach who will support them to find employment that utilises the skills and experience they have gained from the programme.

# Co-design and co-delivery of curriculum

We welcome employers to work with us to help shape our technical curriculum to meet business and industry needs, and to develop a skilled, talented and diverse workforce. There are many interesting and innovative opportunities available, including:

## Co-design of the curriculum

Our core curriculum of technical qualifications and training provides a direct route into particular occupations and industry sectors. Through co-design and co-delivery of our curriculum with employers, we ensure these training programmes deliver employable, skilled staff at all levels, to meet business and economic needs.

## Bespoke curriculum

If you have specific training requirements for your existing staff we may be able to co-design a training package in order to meet this need. This can take the form of small short professional development activity or a longer-term programme of specific modules or qualifications.

**“ Since 2013 we have recruited and trained a number of Accounting Apprentices in partnership with City of Bristol College. The apprentices are well supported during their programme by their tutors and the assessor, whose regular visits and co-ordination of the programme ensures that each apprentice is receiving the training and support they need to build the foundations of a future career in accounting. Star Legal Ltd is proud to say that all of its apprentices, both past and present, have attained an AAT qualification on completion of their apprenticeship and made significant individual contributions to the company. ”**

Sue Bingham, Accounts Manager,  
Star Legal Limited



## Live briefs and commissions

This involves the employer setting up a specific project or piece of work or one that replicates the real work environment and enables the students to work with clients to develop an understanding of professional expectations within their sector. These can be designed as assessment activity or as additional work for students to gain experience.

## Mentoring and raising aspirations

Mentoring provides employers with a valuable insight and guidance to a young person entering your sector or profession. Employers who engage in this activity find helping and supporting the development of talent and aspirations of a young person a hugely rewarding experience, whilst our students benefit from having access to an industry expert during their early careers development.

## Guest lecturing and workshop delivery

Students' learning comes to life when they're able to hear from experts who motivate and inspire them to be their best through formal lectures, talks, interactive workshops or careers guidance sessions. This is a great way to give something back to your community.

**“ As an organisation we feel a mentor is a key part of the apprenticeship experience. They provide essential support in being that 'go to' person for the apprentice who in turn increases in confidence by developing knowledge and skills through 1-2-1 training that is tailored to that team. Mentors help our apprentices to understand the organisation's culture and exchange ideas. The mentors themselves also benefit from this role as they are furthering their own professional development in leadership and coaching styles. ”**

Bernice Britton, Apprenticeship  
Coordinator, South Gloucestershire  
Council

# Collaboration

## Employer Advisory Boards

These enable employers to inform the curriculum development and influence the direction of the college for the benefit of the specific industry sector within which employers operate. Our key priority areas include:

- Business and professional services
- Construction
- Creative and digital
- Engineering
- Health and life sciences
- Service, hospitality and tourism industries

“ As the technological revolution continues to rapidly transform the operating systems of all organisations, the challenge for education providers is to respond in parallel by moving away from fixed curriculum delivery to adopting accelerated and continuous learning practices; to be able to provide a pool of highly skilled local trained tech talent.

City of Bristol College has been innovative in co-designing accelerated learning programmes; developing responsive mutual partnerships between established providers and expert industry practitioners to close the ever-widening gap between education and commercial application. ”

Al Kennedy, Director, Develop Me

## Endorse

In addition to up-skilling for adult students, our ultimate objective is to prepare our younger students for the world of work and make them job ready from the day they leave our college. To aid this, we equip students aged 16-18 with a Skills Passport which helps them track and monitor their own development and progress against key employability skills set out by the Confederation of British Industry (CBI) Employability Skills:

- Application of number
- Communication and literacy
- Problem solving
- Business and customer awareness
- Application of digital technology
- Team work
- Professional development
- Self-management

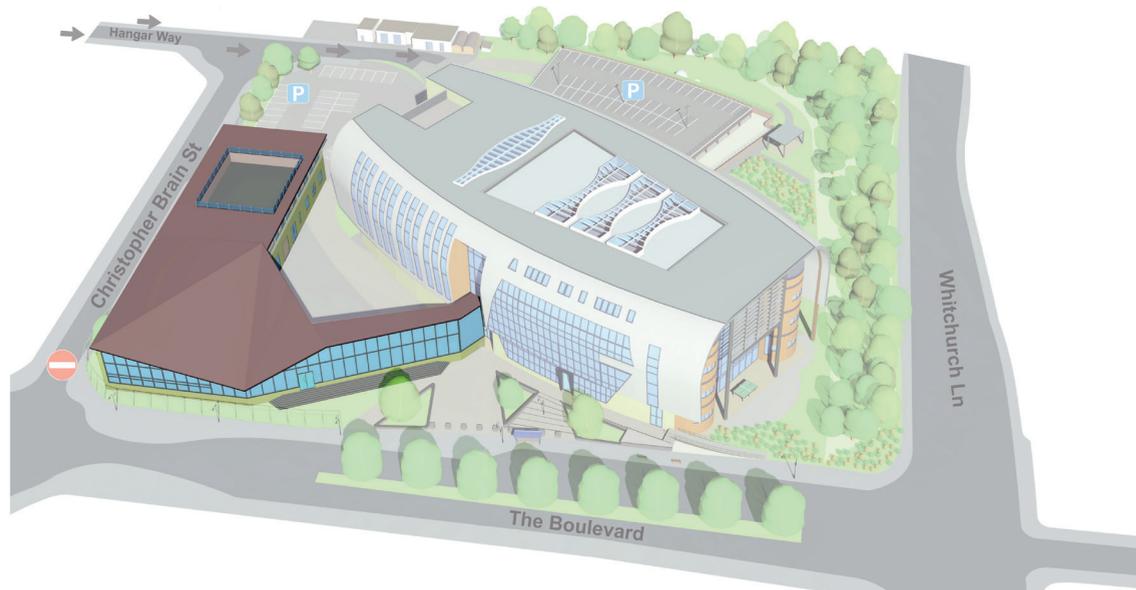
Why not endorse our Skills Passport by offering opportunities for college students, such as:

- A day in your workplace
- A job interview
- A mock interview
- Mentoring or professional advice



# Advanced Construction Skills Centre

New £9m state-of-the-art facility opening in 2021 in South Bristol



2,500 sq metres of brand new training facilities for:

General maintenance | Vehicle maintenance | Wet trades | Wood trades

We're looking for businesses to help us shape the new  
Advanced Construction Skills Centre by:

- Co-designing and co-delivering future-proof curriculum to inspire the next generation of construction professionals, raise career aspirations of people entering or already working in this profession, and address skills gaps in the city region
- Investing in the Centre training facilities to ensure our students are learning in an inspirational environment that reflects latest technology trends
- Joining our Construction Centre Advisory Board to provide expert support throughout the development of the new Centre



**WE ARE**  
WEST OF ENGLAND  
LOCAL ENTERPRISE PARTNERSHIP



HM Government

Funded by the West of England Local Enterprise Partnership through the Local Growth Fund, administered by the West of England Combined Authority

## How can I get more involved?

For more information, please contact:

### Advanced Construction Skills Centre:

Ernie Turner, Director of Estates and Infrastructure

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### Apprenticeships and Employer Advisory Boards:

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### Employer engagement opportunities:

Miriam Venner, Assistant Principal – Apprenticeships and Skills

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### Supported internships:

Rachael Corbett, Head of Special Educational Needs

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### Work experience, industry placements, volunteering and Skills Passport:

Amy Archer, Student Work Placement Co-ordinator

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## General enquiries

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