

# Employer Newsletter

**Grantham College & University Centre is proud to work with employers in the community to help them secure new talent and invest in the future of their workforce.**

Our team of experts are always available to support you on your journey to grow your business and develop your employees' skill set. Whether you are looking to bring some enthusiasm and fresh ideas into your business by recruiting a new apprentice, or to upskill your staff via completion of one of our many cutting-edge, fully-funded short courses, Grantham College & University Centre has the solution for you.



## *Our Mission*

To deliver inspirational vocational, technical, professional and higher education and training that empowers people, businesses and the community to achieve their goals.

## *Our Vision*

We will be an accessible, essential, relevant and trusted partner that delivers improved skills & a love of lifelong learning leading to:

- Better progression opportunities and careers for our students
- Increased productivity and profitability for employers and
- A thriving local economy and community.



# Apprenticeship Provider Award

**Grantham College is celebrating after winning the Lincolnshire Apprenticeship Training Provider Champion Award 2023.**

The Lincolnshire Apprenticeship Champion Award acknowledges and celebrates the efforts and commitment of apprentices, apprenticeship training providers and employers who have gone above and beyond to make apprenticeships a success. Grantham College was thrilled to learn that it had won this award at the ceremony in Lincoln.

The awards are run in partnership between the Public Service Compact group, Lincolnshire County Council and the Greater Lincolnshire Local Enterprise Partnership (LEP).

Grantham College's winning entry showed its commitment to designing and delivering high quality apprenticeships that meet both employer and apprentices' needs. This includes working with the local community and listening to our employers then working with them to find solutions to issues and develop the curriculum accordingly.

Judges praised Grantham College for encouraging young people in their apprenticeship and supporting them to produce work to the highest standard.

Apprentice Jack Perry who works for South Kesteven District Council and is undertaking his apprenticeship at Grantham College stated that "I have always had a positive experience at Grantham College and I feel they deserve this award for the amazing work they do for apprentices."



Congratulations to our Apprentices Alice Heaton and Charlie Tatchell who were both finalists for the Lincolnshire Apprenticeship Champion Award 2023. The Apprenticeship Champion Finalists have demonstrated their commitment to overcoming barriers, excellence in skills development and their drive to support success and growth in what has been a challenging year.

James Laurie, Managing Director at JRL Brickwork said "Alice is an incredibly hard working, driven and talented young lady with very much a "can do" attitude – all of which makes me confident in the fact she has a very prosperous future ahead of her."

Richard Favell, Lecturer at Grantham College said "Charlie's attitude towards his work is unfailingly professional, he leads by example and when working alone his work never needs to be supervised. He has gained respect from his peers and college lecturer with ease."





# Apprenticeships

Apprenticeships are a great way to bring a new member of staff into your business – or upskill an existing member - with the knowledge and competencies they need to help your business thrive. Apprentices generally work full-time and this work is supplemented with 6 hours of training per week, mainly delivered by expert skill trainers from Grantham College. They range in length from 1 year to a number of years, depending on the area and level.

## 5 reasons why you should hire an apprentice:

1. Solve current or anticipated staffing resource needs before they cause problems for your business.
2. Diversify your workplace while supporting your local community by raising someone onto the career ladder.
3. Grantham College is your local college and you'll have a named advisor and assessor supporting you and your apprentice throughout.
4. Professional growth leads to staff being more motivated and loyal, not to mention performing better in their role.
5. While the older apprentice brings a plethora of existing skills and knowledge to your business, there is still a financial incentive for taking on a 16-18 year old (£1000).

## Grantham College delivers training for many different apprenticeship areas:

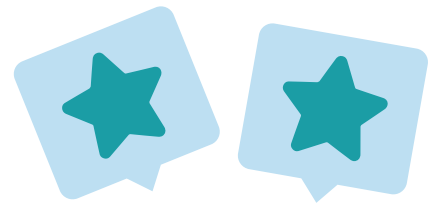
- Automotive
- Beauty Therapy
- Business & Accounting
- Catering
- Childcare & Early Years Education
- Computing
- Construction
- Engineering
- Hairdressing and Barbering
- Health & Social Care
- Teacher Education
- Higher and Professional Education



To find out more, contact one of our dedicated, expert members of staff for more information:

**[apprenticeships@grantham.ac.uk](mailto:apprenticeships@grantham.ac.uk)**

# New Engineering Equipment



## Brand-new industry standard Engineering workshops at Grantham College.

We are very pleased to say that we have been successful in the Office for Students capital bid and have been awarded just over £1m to buy brand-new kit for, and refurbish, our mechanical, hydraulics, and automotive engineering workshops. Working closely with local Engineering employers, we have sourced and purchased the cutting-edge specialist equipment used in industry to train our students ready for the 21st century workplace.

Our mechanical kit list includes new lathes, workbenches, vices, shadow boards, tooling and VR welding systems. Our manufacturing, maintenance and hydraulics kit list includes CMM measuring, CNC machining, CNC lathe, control simulator, conveyor machine, and hydraulics training systems. The OfS-published statement about our project is below. The new facilities opened in September 2023.

The project is to refurbish and equip a mechanical, manufacturing and hydraulics engineering workshop space to contemporary industry standard. It mirrors the college's strategic plan by expanding curriculum development in those areas most directly linked to employability. The funding will enable the college to outfit an Engineering Innovation Centre with cutting-edge mechanical, computer numerical control (CNC) manufacturing, maintenance, and hydraulics engineering equipment, and run a new suite of higher education short courses in high demand occupational areas. It gives the college the means to train and develop a more robust future workforce in areas where demand is greatest from employers, both currently and in projected skills gaps.



# Workforce Training & Development

## Bespoke training opportunities for our local businesses:

Let us help you to provide great training for your staff – from a two-hour workshop to a year-long course or apprenticeship.

Talk to one of our Business Development Advisors about the training you'd like to bring to your workforce, or about weaknesses you're noticing amongst your team.

We can offer a diverse range of workshops or courses, often tailored to your business' needs and delivered on your site for your convenience.

We are able to deliver Multiple training for free such as a bespoke, tailored Microsoft Excel 1-day workshop. We've run a number of Excel workshops this year for local businesses in Grantham and it's been very popular.

The workshop facilitator tailors the content to the group members' needs and conducts needs analyses prior to the sessions to ensure that training will benefit the participants and increase their workplace competency and efficiency.

Tools explored may include for example the use of pivot tables, conditional formatting and a range of formulae. Examples of outcomes may include quicker and improved data analysis, reporting and presentation and more efficient data.

We're excited to announce that we will be able to provide ILM training (Level 3 Certificate or Diploma in Leadership and Management) from January. An ILM Award (qualification) is one of the most popular leadership and management qualifications, with 70,000 managers registering to study a qualification each year. This can be delivered using a blended approach, with face-to-face sessions plus an e-portfolio, and we can provide a bespoke course with a minimum of 6 participants.

**Please speak to us to find out more about this and to discuss a bespoke package for your business.**

## *Employer Testimonial*

**"Grantham College have been providing SKDC with Microsoft Excel training over the past few months for a number of staff at varying levels.**

**Jon Pope, the trainer provided, has been excellent and passed on a lot of knowledge to our attendees and they have all come away from sessions feeling that they have learnt a lot and that these new skills can really benefit them in their roles.**

**This training is something that we highly recommend, and is something we will definitely look to rebook in the future."**



# Bespoke Workshops

We want to help you to support your staff's wellbeing and performance. These three NEW free workshops can be delivered on your premises and tailored to your workplace needs. Minimum participant numbers apply.

## Professional Communication Skills (6-hour interactive workshop)

- Making a good first impression on clients verbally and in writing
- Barriers to good communication
- Writing clear and effective emails
- Telephone manner
- Overcoming communicative obstacles and challenges with clients (and colleagues)
- Handling and defusing difficult interaction (verbal or written)
- The importance of demonstrating empathy and building trust – and how to do it

## Stress Management (6-hour interactive workshop):

- Awareness of the symptoms of stress, the stress cycle and burnout.
- Tools and coping mechanisms to alleviate stress in the short term (e.g. mindfulness techniques, boundary-setting with colleagues, appropriate CBT tools).
- Ways to identify and prevent burnout before it's too late.
- Advice for managers on ways to help reduce workplace stress and how to spot early warning signs of harmful stress in their direct reports.
- Communication advice for managers and staff on having a conversation about stress/burnout that's productive for both parties.
- Action plan template for identifying sources of stress and practicable actions to take to counter the effects of the stress.

## Resilience Training (6-hour interactive workshop)

Resilience is the capacity to withstand and recover from obstacles, challenges and setbacks. What comes as a surprise to most people is that resilience CAN be learnt, in the way that any skill can be learnt and developed. The reason why it is so important for employers to consider resilience training for their staff is because:

- Resilience correlates to performance – a happier, solution- & opportunity-focussed environment.
- Low resilience leads to more days off sick due to stress, overwhelm and burnout.
- Higher resilience = more positive staff morale and collaborative team spirit.
- Resilience training is guiding people to build the tools to help themselves – your staff will appreciate the investment in their wellbeing.
- Increased focus, productivity, creativity and motivation.

## A sample of content includes:

- Understanding of resilience, what it looks like (and what a lack of resilience looks like), and the connection between emotional wellness and resilience.
- Factors affecting our resilience levels.
- Awareness of the impact of emotional responses and thinking patterns, thoughts about the locus of control.
- Practical ways to build resilience (incl. goal-setting, avoiding unhelpful thinking traps, identifying icebergs, applying perspective etc.)
- Workplace resilience – how to be more resilient in the context of work.
- What managers can do to encourage and support a resilient mindset in staff and engender resilience as a business.
- Further resources to explore after the session.

To find out more, contact one of our dedicated, expert members of staff for more information:  
**[apprenticeships@grantham.ac.uk](mailto:apprenticeships@grantham.ac.uk)**

# Skills Bootcamps



## Are you looking to develop your green energy, engineering or digital skills?

Skills Bootcamps – part of the Government's Lifetime Skills Guarantee, helping everyone gain skills for life and can help you gain skills to grow your business.

We are delighted to be able to offer you and your workforce this fantastic opportunity to help upskill your workforce with our funded or part-funded courses.

We have a range of Engineering, Digital and Green Energy Skills Bootcamps courses in Level 3 and Level 4. Skills Bootcamps are free to eligible adults over the age of 19. A small fee is applicable to employers entering their own staff for development purposes.

### Courses available:

- Level 3 Digital Marketing
- Level 3 & 4 Website Development
- Level 3 & 4 Cloud Computing
- Level 3 & 4 Cyber Security
- Level 3 & 4 Coding & Software Development
- Level 3 & 4 Database Development
- Level 3 & 4 IT Solutions
- Level 4 Electrical Engineering
- Level 3 Electric Vehicle Maintenance
- Level 3 Electric Vehicle Charging
- Level 3 Equipment Installation
- Level 3 Solar Installation
- Level 3 Heat Pump Installation
- Level 3 Smart Metering

We look forward to speaking to you about what Grantham College can deliver.

For more information or to apply, contact us on [marketingteam@grantham.ac.uk](mailto:marketingteam@grantham.ac.uk) or call **01476 400200**.



# New Childcare and Health & Social Care Equipment

We have just invested in specialist childcare learning facilities including children's toys, food preparation area, reading area, children's furniture, water play and much more! The space is a modern, bright, colourful, and safe environment for children.

We offer T-Levels and Apprenticeships in Childcare and Early Years Education.

We have also launched a brand new health & social care suite. This includes a fully functioning hospital bed, scales, a hoist, a geriatric mannequin and much more equipment.

We offer T-Levels and Apprenticeships in Health and Social Care.



## *Student Success*

**Libby-Lou  
Smith**  
Apprenticeship  
Case study

Our recent Teaching apprentice, Libby-Lou Smith has completed her 'Advanced support teaching and learning apprenticeship' with Distinctions across the board! Libby states that she had always dreamed of becoming a teacher, and that the teaching apprenticeship with Grantham College was the best route for her. "I've always dreamed of..Supporting and guiding children through education and equipping them with the tools to flourish through their time within school. After viewing the job description and I saw what Grantham College could offer me I applied straight away. "

The apprenticeship provided Libby with the knowledge and skills set to further her education in teaching, alongside "Great work experience". Libby states that the course exceeded her expectations, and "it has created a great platform to pursue this career path that I had always dreamed I could do and supported me to become the best practitioner I could be! Having the skill set and knowledge to provide the children within my setting the best opportunities and support available. The programme has also had a greater impact on my social skills and confidence."



## New esignup online platform

### **Making the enrolment process easier with our new esignup online platform.**

You'll be aware that from September 2023 we started using an online platform called esignup to collect the information and create the documentation required to sign up your apprentices. Then the documentation is emailed to you and your apprentice using one link, for documents to be read and signed electronically online.

It's fair to say we did have a few teething issues – and we have appreciated your patience with us while we learnt how to use this new platform. Now the platform is working very well and we are confident it is an improvement on our processes and much better in terms of the employer (and apprentice) experience.

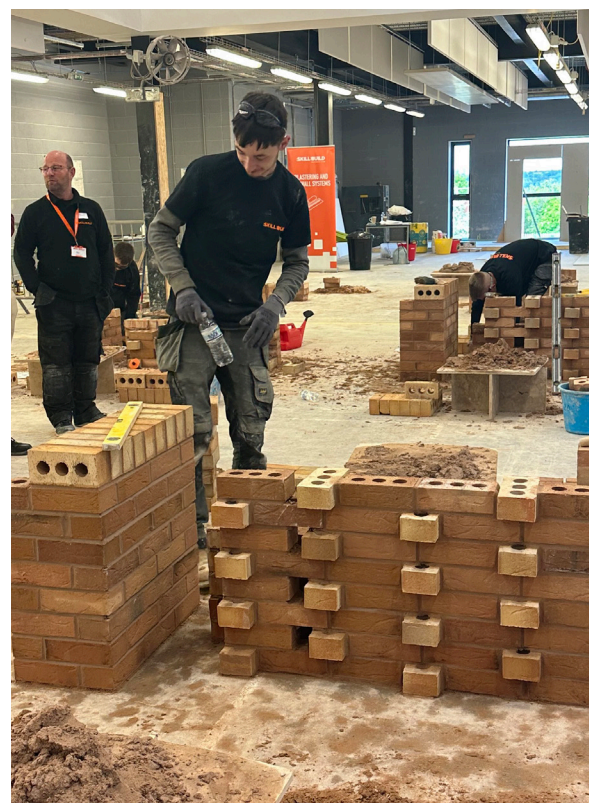
#### **How has this improved the process for you?**

- More convenient – you can sign online at a time that suits you.
- Training plan and weekly/monthly content detailed clearly.
- All documents can be downloaded and saved as one report for your records.
- Quick – it takes minutes to check and sign the documents.

## Construction Skillbuild Event

Grantham College Construction went to the regional qualifier of a Skillbuild Event at Barnsley College on the 23rd May. We took 3 students, a junior, Jessica Nicholson and 2 seniors, Jimmy Spavins and Alice Heaton.

Jessica came 1st in her area and Jimmy Spavins took 3rd in his. Alice didn't place but did complete a great build.



# Local Skills Improvement Plans (LSIPs)

Local Skills Improvement Plans (LSIPs) are a key part of achieving the aim set out in the government's Skills for Jobs White Paper, which looked to put employers more firmly at the heart of the skills system. Employers, training providers and other stakeholders were involved in the LSIP consultation, led by the FSB, which sought to fully understand barriers and opportunities and transform local skills provision with employers' needs at the very heart of the system.

Grantham College has been fully involved in this process and we welcome this integrated approach and closer collaboration between stakeholders. Our Accountability Statement, published in response to the LSIP for Greater Lincolnshire and Rutland, details what we are doing to ensure businesses have the talent and skills required to thrive. Actions include:

- Expanding the range of Skills Bootcamps in digital skills and green technologies.
- Providing bespoke ILM Leadership and Management training opportunities for businesses.
- Investing in new facilities for Engineering and Manufacturing, among other areas.
- Delivering training for the Lead Adult Care Worker and Healthcare Support Worker apprenticeships.

Employer engagement is integral to our day-to-day operations. As always, we are very keen to hear from you regarding your training needs and we have a team of Business Development Advisors ready to discuss your skills needs with you and suggest ways we can help you to meet the challenges you're facing in developing and growing your business. We very much appreciate all the support we receive from you in terms of hosting work placements for our students, making inspiring guest speaker talks and providing invaluable input so we can develop our curriculum in the best way to support our future workforce. Please get in touch with us if you would like to arrange a conversation or discuss ways we can support one another.

## **Local Skills Improvement Plan for Greater Lincolnshire and Rutland:**

<https://www.fsb.org.uk/greater-lincolnshire-rutland-lsip.html>

## **Grantham College Accountability Statement:**

[https://www.grantham.ac.uk/wp-content/uploads/2023/07/10002743\\_Grantham-College-Accountability-Statement-2023-2024.pdf](https://www.grantham.ac.uk/wp-content/uploads/2023/07/10002743_Grantham-College-Accountability-Statement-2023-2024.pdf)





# Breaking News!

We are now delivering training for Customer Service Practitioner (Level 2) – ideal for any business which needs to provide excellent customer service and engagement!

Speak to us to find out more about this 12-month long apprenticeship.

We're very happy to welcome a number of new businesses to work with us and to trust us to deliver training for their apprentices.

- **Construction:** Howe Construction/ Belvoir Projects Group Ltd, Tony Skinner & Sons, R H Building & Restoration Ltd, Wooden Leisure Ltd, A.D.M Building Services Ltd, Hardy Construction & Groundworks Ltd, RJL Building & Plant Hire

- **Catering:** Angel and Royal Hotel
- **Engineering:** McConnells Electrical Company Ltd
- **Hair & Beauty:** Grantham Beauty Rooms, Halo Hair Salon, Baileys Hairdressing Ltd, Strands of Spalding, Hare and Beauty, Love Hair by Sonja
- **Business:** Duncan & Toplis
- **Education:** Albion House Day Nursery, Childrens Links

## *Employer Testimonial*

### **Zaneta Balcere**

HR Advisor  
Beauparc (Mid  
UK Recycling  
Limited).

"We think the training was excellent and there were a lot of useful techniques that were covered. The structure of the course was very helpful. We found the different sections let into one another nicely and felt the course was enjoyable, and professionally delivered with all raised topics considered and explained. Feedback from our staff has been great, and tutor John Pope was brilliant, he made things easy to understand and we all enjoyed learning more about Excel.

We are giving him 10 out of 10. We can definitely recommend Grantham College! Thank you again and if we do have any further training needs, I will be sure to get in touch!"



# Grantham College Awards

Grantham College celebrated its star students, staff and employers on Wednesday 22 June at our 2023 Awards Ceremony.

The ceremony was celebrated by over 300 people including the award winners, family and friends, staff members of the college and governors.

Work Experience Placement Employer of the Year Award went to Together Bridal who have gone above and beyond what we would have expected, having taken on more than one student and offering them quality hands-on work experience within the business.

Apprenticeship Employer of the Year Award went to South Kesteven District Council who accommodated apprentices recruiting across a wide range of sectors. The support and mentoring they offer apprentices, to enable them to progress in their qualifications, is exceptional.



## Conferencing & Facilities

Conferencing at Grantham College & University Centre

Take advantage of our conference facilities and meeting room hire, along with free parking at our campus. We offer a conferencing service that is ideal for meetings, lectures, training and workshops. As part of our conferencing offer, we can provide a range of hospitality services including breakfasts, refreshments, buffet or sit-down lunches and evening dining in our on-campus restaurant The Apple Tree.

We offer hire of a range of classrooms, meeting rooms, IT suites and workshops which are ideal for many different requirements. Our classrooms, meeting rooms and IT suites are ideal for company training, away days and offer Internet-connected PCs and projectors.

Have a look at our Institute of Technology collaboration space:



This room is used for customers for business meetings, presentations, interviews, workshops and training sessions.

To learn more about our very competitive hire rates please contact **[enquiry@grantham.ac.uk](mailto:enquiry@grantham.ac.uk)** or call **01476 400200**.