

GROW YOUR OWN

Apprenticeship Services

For any business or individual that would like some impartial advice or guidance on:

- The employer Apprenticeship Levy and new Apprenticeship Standards including Degree Apprenticeships
- Grant scheme for businesses
- Advertising of Apprenticeship vacancies
- Best practice and case studies

Finding the right training

We know that finding the right training and delivery partner can be challenging and time consuming. We can use our local knowledge and contacts to help you with:

- Delivery of bespoke pre-employment training or brokering with partners
- Brokering of innovative training solutions
- Upskilling of employees
- Business collaboration both sector specific and cross sector
- Links to further education, training providers and higher education to gain professionally accredited qualifications

Working with Schools & Colleges

We need young people to be inspired and to engage with the career and job opportunities available to them – businesses are the best people to communicate what is needed to prepare young people for the world of work. We can support you to:

- Offer work experience placements to young people
- Inspire and offer business insight to local schools as an Enterprise Advisor
- Sign up to support and deliver activities through our education and business connector website
- Sponsor education events or careers days
- Engage with school or college life as a Governor
- Promote your business to the future workforce and tackle long term skills gaps through collaboration

Growing Your Own Workforce

Identify, understand and take steps to address your current and future workforce demands so that you know what skills and people you will need.

- Identifying recruitment channels and pathways
- Support with recruitment and workforce development
- Best practice examples
- Developing digital skills in your workforce
- Supporting links with strategic partners

Recruitment & Redundancy Services

Advertising and recruiting can be a time consuming and costly process. We offer a range of services to support you when recruiting or in challenging times when making redundancies.

- Knowledge of local labour market
- Free advertising of vacancies via Job Box, all T&W frontline services, partner orgs & social media channels
- Advice on recruitment methods & job adverts
- Links for graduate employment & recruitment
- Jobs Fairs/ Taster Days/ Recruitment Days
- Advertising, Selection, Sifting & Interviewing Service
- Pre-employment training & Skills Based Work Academies
- Links with specific school/ college courses for recruitment
- Redundancy support for employer and employees
- Facilitation of redeployment opportunities

MANAGEMENT & LEADERSHIP

Managing People

Working as a middle manager can be challenging, with pressures from above and the people who work with you. This module will provide you with some management tools to take away and use back in your own business such as:

- Learn how to involve and inspire teamwork to achieve your organisations goals
- Understand the role of the manager and the responsibilities this carries
- Analyse your own approach to working with others and how this affects outcomes

Entrepreneurship & Growth

Whether you are an aspiring entrepreneur or an existing business looking to grow, innovation, managing risk and dealing with uncertainty are critical foundations. This module will support you to take a strategic approach to business growth.

- Identification of new market areas
- Support with new products and cutting edge technologies

Leadership Skills for Organisational Change

Leaders who focus on people are likely to be the most successful in managing change in their companies. This module will support you to develop skills in the following areas:

- Communication
- Motivating employees
- Building successful teams
- Acting as a coach

Growing Your Own Management Professionals

Building on Growing your own Workforce, this module takes your business to the next level in workforce planning as a way of attracting and retaining talent.

- Looking at talent pathways to develop potential leaders within your business
- Support with identification or assessment of individuals
- Best practice examples
- Supporting you to make links with strategic partners

High Performance Working (HPW) Practices

If you are interested in understanding how you can maximise performance within your organisation and move to the next level of efficiency, this is for you.

- This module will introduce you to high performance working practices and help you to apply these principles within your own business.
- HPW is a specific combination of HR practices, work structures, and processes that maximizes employee knowledge, skill, commitment, and flexibility.
- Is composed of many interrelated parts that complement one another to reach the goals of an organization, large or small.