

# Employer Charter



# Our Vision

*‘An organisation with a nationally renowned reputation for success’*

We are committed to ensuring that every learner who chooses to study with us, at whatever level, is fully supported to realise their ambitions and be successful.

## We will deliver this vision by:

- ▶ Placing Employers at the heart of our business



# Employer Charter

The Employer Charter sets out our commitment to developing effective relationships with employers, ensuring that our curriculum provision is relevant to their needs and supports them to develop a highly capable future workforce.

## Our Commitment to our Employer Partners

- ▶ Help you to **build skills pipelines** by working together to develop a competent future workforce
- ▶ **Grow our curriculum offer** to meet the full skills needs of your business, **co-creating curriculum provision** and **developing student placement opportunities** with you
- ▶ Provide high quality training and skills development, with innovative practice advice and support, that improves your business performance
- ▶ Provide a **comprehensive range of apprenticeships** with clear progression pathways that provide opportunities for you to invest in the training of your workforce
- ▶ Provide a **primary point of contact** to make it easy for you to access our services
- ▶ **Regularly seek your views** to help us to fully understand the needs of the industry and occupational sectors which you represent

## Employer Engagement Activities

The college is committed to enabling a strong two-way relationship with our employer partners, through activities including:

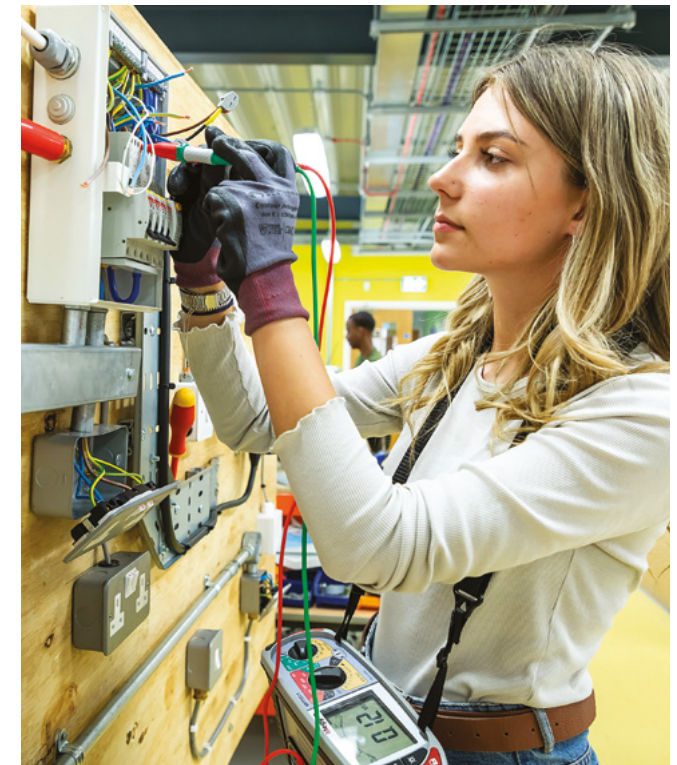
- ▶ Developing and delivering **professional/business courses**, including **new courses**, qualifications or delivery locations
- ▶ **Online Courses** including the Innovation South Virtual Campus
- ▶ **Apprenticeship** recruitment and Standards delivery
- ▶ **Short Work Placements** and qualification dependent placements
- ▶ **Industry (Extended) Work Placements**
- ▶ **Research Projects** as part of a degree or postgraduate studies
- ▶ **Industry Curriculum Boards** to ensure the relevance of academic content
- ▶ **Employer Visits** and **Employer Lectures**
- ▶ **Industry Donations**

## Collaboration

Collaboration is the central pillar by which the college approaches its delivery of education services; we believe this is essential to meeting the skills needs of the industries we serve. The following working practices are in place to facilitate this:

- ▶ Work closely with Local Authorities, County Councils, Local Enterprise Partnerships, Employer Representative Bodies, and independent research firms to keep **Labour Market Intelligence (LMI)** under constant review
- ▶ Annually **review local and regional skills needs**, evolving our curriculum offer to meet need
- ▶ Work with other **education providers and agencies** to establish employers needs over a wider geography
- ▶ A management infrastructure which allows senior leaders the opportunity to develop **‘strategic enabling works’** with employers to address skills shortfalls impacting the labour market
- ▶ Provide **Operational Business Support Services** via our dedicated employer focused team, e.g. supporting recruitment campaigns for apprenticeships, writing of adverts and job descriptions, shortlisting applicants, reviewing insurances, developing tailored training programmes or writing new courses specific to business need

- ▶ College staff are **Operational Subject Specialists** and will often serve as advisors to industry; just as employer partners can support the development of our teaching staff by providing industry sabbaticals to maintain and advance professional knowledge and modernise teaching practices





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