



The Skills for Growth service is a collaborative partnership between Telford and Wrekin Council, Telford College, InComm Training, Harper Adams University and Shropshire Chamber of Commerce.

Working collaboratively, we provide a seamless service, offering advice, guidance, and training to ensure that our local businesses receive the right support.







SKILLS FOR GROWTH

The Skills for Growth service is a collaborative partnership between Telford and Wrekin Council, Telford College, InComm Training, Harper Adams University and Shropshire Chamber of Commerce.

We all act as a first point of contact to streamline access to what you need, when you need it. We don't expect you to know about ever changing funding and initiatives, we will support you through the process, providing training, signposting and making introductions to develop a package which meets your needs. Often businesses are unsure of what they need and require support on their workforce skills analysis. All providers are well equipped to support you with this and further develop a tailored approach whether it is for a new recruit or for upskilling existing employees.

THE PARTNERSHIP





Telford and Wrekin Council

Invest Telford offers business fast and bespoke solutions to help organisations achieve their business goals. From new developments, start ups and relocation to expansions and growth plans we're here to help. Impartial, and working collaboratively with our partners we will support you to access a bespoke package of training, bringing together the right partners to meet your needs.



Shropshire Chamber of Commerce

Shropshire Chamber of Commerce works with partners and businesses to understand the skills needs across Telford and Wrekin. Supporting you every step of the way in your business journey and ensure you are introduced to the right people to achieve business success, have access to quality training to upskill your staff, enjoy a range of events and have access to the wealth of business advice and support offered by our team.



Harper Adams University

Harper Adams University, named as Specialist University of the Year offers full and part time courses, higher level apprenticeships and professional development in Engineering, Business Management, Agriculture and Animal Science and Food Manufacturing. The main campus in Edgmond also showcases the Engineering hub, Food academy and Animal and Veterinary specialist facilities.

Data Science, Robotics, Mechatronics, Management and Leadership which have been designed in partnership with industry are delivered at The Quad in Central Telford by Harper Adams University Telford. State of the art classrooms and technology, academic and technical staff can support to shape the training to meet your business needs.

In-Comm Training and Business Services

In-Comm Training and Business Services is an employer-led response to bridging the skills gap by creating industry ready apprenticeships and delivering the best upskilling opportunities. Based in Telford, the engineering focussed facility is fitted out with new equipment and state of the art technology spanning from the latest CNC machines, robotics, fluid power and material testing to welding, electrical, lathes, millers CAD/CAM and metrology equipment.



Telford College

Telford College's mission is to be an outstanding educational provider for our community.

With campuses in Wellington and Telford town centre, we are Telford & Wrekin's further education college. Recognised as a major training hub for employers across the region, we deliver A levels, T-Levels, apprenticeships, vocational and higher education courses, supporting over 2,000 young people in college-based programmes, 700 apprentices, and more than 3,000 adult learners each academic year.

The college offers apprenticeships across key industries such as accounting, automotive, business, computing, construction, early years, education, engineering, and health, with opportunities ranging from level 2 to level 5. These apprenticeships provide valuable qualifications, real-world work experience, and a chance to earn while learning.

In addition, Telford College offers short, flexible upskilling programmes, available both in-person and online. These include courses in team leading, business administration, dementia care, safeguarding, and mental health first aid. Learn a new skill or upskill staff, gaining qualifications in trades such as automotive, construction, engineering, digital or health and social care.

The college also provides a variety of courses aimed at boosting employability skills, including English and maths, access to higher education, HGV class 2 & Forklift Truck licences, and CSCS cards, ideal for jobseekers or those looking to progress in their current careers.

APPRENTICESHIPS & OTHER TRAINING

Apprenticeships

Management and leadership

Management and leadership is one of the most requested training requirements from our businesses. Apprenticeships from Team Leader level through to Senior Manager are available through our network of Training Providers. Depending on the level and the provider, tailored options are available.

Introduction to providers

With over 800 apprenticeship standards covering all industry sectors, navigating the complex landscape can be off putting. We make introductions to local Training Providers, if the business needs can't be met locally we will source a national provider for you.



“ We find it difficult to know what training is out there for employers to take advantage of. It can be difficult to fully understand what courses are available in the area. ”

Funding

The Apprenticeship Levy is one of the sources of funding to cover the cost of apprenticeship training but for non-levy paying businesses, the government will support with funding. Many businesses lack knowledge around the levy and apprenticeship funding. We can support you to understand the complexities and also provide advice on the funding process.

Other training

Introduction to providers

Where government funding isn't an option, we can offer bespoke training on a commercial basis.

Lifetime skills guarantee

Subject to eligibility, free level 3 qualifications are accessible for those employed or unemployed and offered locally. We can support with advice and introductions to local Training Providers.
<https://www.gov.uk/guidance/free-courses-for-jobs>

Bootcamps

Bootcamps offer free, flexible training linked to local labour market opportunities, ending with an interview on completion of the training. Developed with industry and employers, these can be an effective source of recruitment. We can advise on availability of relevant Bootcamps and introduce you to local providers delivering within your sector.

Higher Technical Qualifications (HTQ's)

Higher Technical Qualifications (HTQ's) are fully funded level 4 programmes, aligned to specific sectors and can be used either as a standalone module to up-skill or as a route into to further higher-level learning.

T Levels

T Levels combine classroom and industry learning and include a 45-day industry placement either day release or on block. Fully funded by government they can be an excellent way to build a talent pipeline.

RECRUITMENT, RETENTION & REDUNDANCY

Recruitment & Retention

Advice

We provide advice on job descriptions, the local labour pool and sector focused pre-employment programmes that provide a pipeline of potential employees. We also understand the current initiatives and support available locally. The team also has information on local infrastructure and services for new businesses in the borough or for those recruiting from out of the borough.

Job advertising

We can help with free advertising of job opportunities through Telford Jobbox, DWP, graduate websites, links into students, community teams and other organisations providing jobsearch support.

Specialist advisory services

We can offer specialist services to businesses and employees. This includes advice on health conditions, disabilities and workforce adaptations to aid recruitment and retention as well as job coaching and an in-work support for new recruits in the early days of employment.

Introduction to companies making redundancies

We can make direct HR to HR introductions between businesses that are making redundancies with those recruiting where skill sets are similar. We can also advise on any funded training to aid the transition.

Employment fairs

We support employment fairs across the borough which can offer the opportunity for face to face engagement, including interviews on the day. For larger recruitment within a business, we can support with a company specific recruitment fair either on the business premises, community venue or one of our premises.

HR Forum

The HR forum is a network of businesses sharing best practice and information. Regular communications and face to face meetings covering topical issues and employment law updates provide an opportunity to understand the skills and recruitment landscape within Telford and Wrekin.

“ We want to do all we can to support our employees and have created a Facebook page. Thank you for sending the vacancies and for the introductions to the businesses. Keep them coming. ”



Redundancy

Introduction to recruitment companies

Whether it's for one employee or a volume redundancy we have trusted recruitment agencies who can offer support for all levels and sectors.

Events

In what can be an unsettling time, we can help with bringing in a range of partners to offer advice and support for those who need it and organise on site employment events bringing local employers on to your site or to a community venue close by.

Employee Support

Support with CV's, interview techniques, advice and guidance on the labour market or a career change is part of our offer. On site or remote, 1-1 or group sessions, all can be tailored to meet your employee needs. We work with DWP to deliver sessions on government initiatives and where appropriate the process for claims to Universal Credit.

LOCAL INITIATIVES



Telford Together

Telford Together is our partnership approach to business - school engagement. We want to support our young people to achieve and aspire and to retain local talent within the borough. Whether you can support with short modules, events or contribute to longer programmes we value all contributions and will co-ordinate with the schools. Many of our businesses use this to build a talent pipeline and build lasting relationships with schools.

Built by You

In partnership with Lovells, Telford College and local construction businesses the Construction Skills Hub aims to provide construction training, work experience opportunities, school visits and careers guidance, and a central point of contact for construction recruitment.

Work experience opportunities

We can never underestimate the importance of work experience whether that be offering an opportunity to a student of school or college age, graduate, or one of our residents with some barriers and looking to build confidence and skills. Work experience can be used as a trial before committing to employment, to meet social value targets or just to give someone an opportunity to build skills.

Express 100

A new bus service funded by Telford and Wrekin Council providing an extended service, 7 days per week between the hours of 5am and 11pm to support local people commuting to and from the workplace.



We're here to help

✉ skillsforgrowth@telford.gov.uk