

LANCASHIRE & CUMBRIA

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# TECHNICAL. SKILLS. WORK.

Becoming an  
employer partner.

Find out more at  
[landciot.ac.uk](http://landciot.ac.uk)

  
Department  
for Education





**The Lancashire and Cumbria Institute of Technology (L&C IoT) combines the experience of established education providers and the business community to boost productivity and economic growth.**

The IoT is not one place but a collective of organisations focused on delivering outstanding technical training to address skills gaps and anticipate future needs.

Part of a national network, the institute offers industry-leading facilities, equipment and training across multiple industries including automotive, construction, computing and digital, engineering, manufacturing, health, medical and science sectors.

The IoT aims to give greater access to skills to all sectors of society – regardless of who and where they are – and to regularly assess employer needs to ensure new training can be implemented quickly.

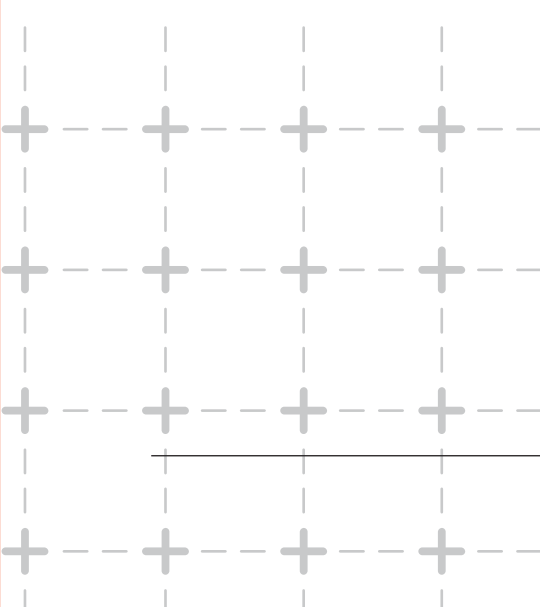
The Lancashire and Cumbria IoT is committed to providing the highly skilled workers your business needs.

We're working closely with employers to train a skilled workforce that meets the needs of industry, now and in the future, equipping learners with the skills businesses tell us they need.

Our top-quality, higher-level technical education and apprenticeships help plug local skills gaps, raise productivity and transform opportunities for local people. Put simply, we provide high-quality training opportunities to create employees that will have a positive impact on your business.

We know the landscape is evolving constantly and that means the skills we teach need to evolve too. Collaboration will ensure we can grow the economy together and all benefit both now and in years to come.

Whatever your size, we can work with you to address your skills gap and build a pipeline of talent for the future. When your business prospers, the region benefits.



# HOW THE LANCASHIRE AND CUMBRIA IOT WILL BENEFIT YOUR BUSINESS

We can work with you to design training that ensures your employees develop the specialist skills needed for your business.

We can offer advice and guidance on the different levels of training and funding mechanisms available for upskilling or reskilling your current workforce, or taking on new recruits.

Additionally, we provide short training programmes to enhance your team's skills and can work with you to deliver tailored apprenticeships to meet your specific needs.

## How we can support:

- + Increase the productivity of your current workforce
- + Attract your next generation of talent
- + Gain insights into sector innovations and local labour market trends
- + Access our state-of-the-art equipment and facilities
- + Training delivered locally and across Lancashire and Cumbria
- + Network with local, like-minded employers who want to improve social mobility in your region

## How you can get involved

- + Take a tour of one of our state-of-the-art learning environments
- + Help shape our curriculum
- + Host a student visit to your business
- + Recruit your apprentices through one of our partners
- + Offer industry placements
- + Showcase your organisation at our events
- + Set live projects for our students to work on
- + Deliver industry talks and masterclasses
- + Promote your employment opportunities



# INTERESTED IN BECOMING AN EMPLOYER PARTNER?

Work with us to nurture the next generation of talent, improve your business innovation and productivity, and support economic growth both locally and nationally.

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## How does it work?

- + Register your interest
- + You will be contacted by the team to assess your needs.
- + You will be connected with the right partner who will guide you through the process and help you access funding opportunities for apprenticeships, as well as for upskilling or reskilling your workforce.
- + You will be invited to collaborate – e.g. talks, live briefs etc.
- + You will be consulted on the curriculum and the needs of your industry.
- + You can help shape the future workforce.

## Get in touch

Contact [employer@landciot.ac.uk](mailto:employer@landciot.ac.uk) today to register your interest in becoming an employer partner.

“I got involved with the IoT because I can see the value in helping change the landscape – the better the talent coming through, the easier it is for businesses like ours to recruit.”

Tom Smith  
Chief Executive of Complete



# CO-CREATING CURRICULUM

When Leyland Trucks reported a need for electric vehicle training for its apprentices, the IoT's academic partner Preston College integrated a new module to embed within their courses.

By adapting the curriculum to focus on the skills most in demand, and gradually phasing out some traditional engineering disciplines, we ensure that Level 3 and Level 4 learners graduate with current, industry-relevant knowledge. This empowers them to make an immediate and meaningful impact in the manufacturing sector.

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**“Industry has to provide a mirror to education to shake things up and make sure the skills being taught are the most relevant to what we need.”**

**Maria Rogers**

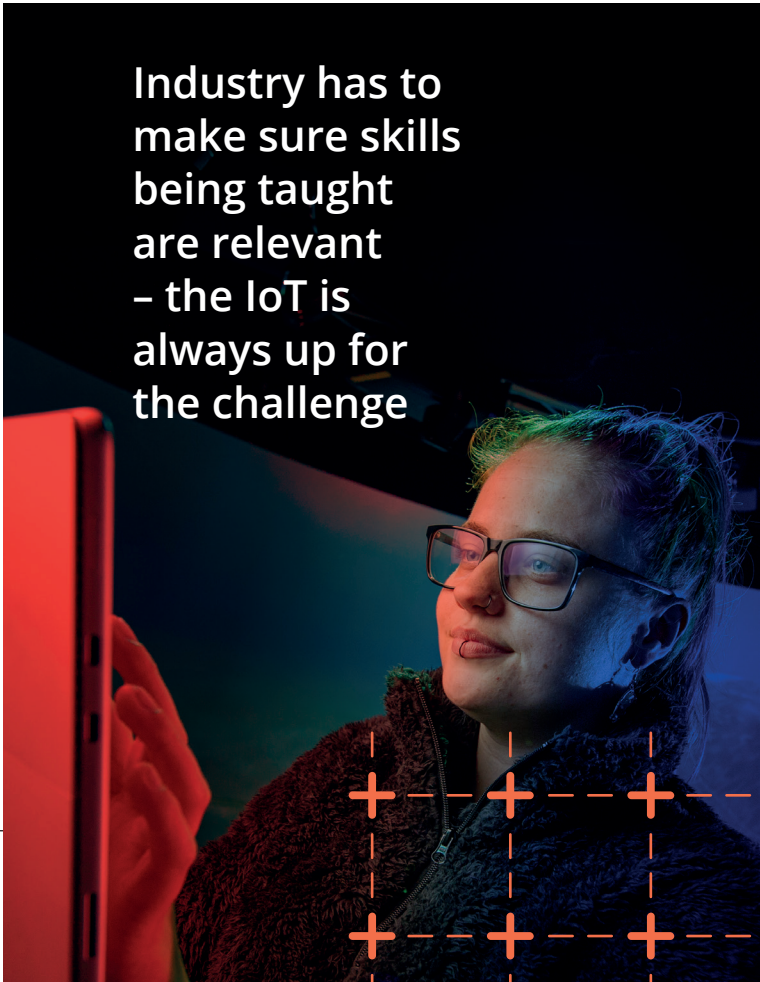
Learning and development manager  
Leyland Trucks

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Key to the success of their training is the close partnership Preston College and Leyland Trucks has forged, with daily conversations at work-based tutor level, regular meetings with different departments on topics relating to the course and an annual look at whether the course will best meet the needs of the next intake.

Leyland Trucks has also joined the college's engineering advisory board, which meets regularly to allow businesses to feed back their needs so that learning remains updated. The business also donates prototype vehicles to the college for learners to work on and welcomes college staff to the business every year to immerse them in the industry they are teaching.

It all adds up to a collaborative approach that ensures apprentices join the 1,100-strong workforce ready to hit the ground running as assembly operatives and automotive engineers.



Industry has to make sure skills being taught are relevant – the IoT is always up for the challenge



## Apprenticeships

An apprenticeship is a technical course which is predominantly taught in the workplace with accompanying study. Apprenticeships combine on-the-job training with classroom-based learning, allowing people to gain skills and qualifications while working. Typically, 80% of time will be spent in the workplace with 20% in a classroom setting, but will depend on the nature of the apprenticeship.

Depending on the level of study and the industry, an apprenticeship could take between 12-48 months to complete. Apprenticeships are available to all businesses – from the self-employed, to SMEs to large multi-national companies across all sectors.

- + Apprentices are trained for real-world tasks from day one.
- + Employers can shape the apprentice's skills to meet the specific needs of their business.
- + Apprenticeships create work-ready employees who gain qualifications while contributing to the organisation.

## Apprenticeship funding:

In 2024, UK apprenticeship funding operates through two main mechanisms: levy-paying employers and non-levy employers.

## Requirements:

Your apprentice must:

- + Be paid at least the national minimum wage
- + Be an employee
- + Work with experienced staff
- + Learn job-specific skills
- + Study during their working week

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## Hiring your apprentice

There are several steps to taking on an apprentice:

- + You can identify your own apprentices
- + Advertise your apprenticeship – we can do this for you through the 'recruit an apprentice' service
- + Select your apprentice and make an apprenticeship agreement and commitment statement with them

Contact the IoT if you need advice on apprenticeships. We'll put you through to our employer engagement teams who can discuss your needs and help you find the right option for your business.

Email: [employer@landciot.ac.uk](mailto:employer@landciot.ac.uk)

# UPSKILL AND RESKILL YOUR TEAM

**Investing in your workforce is one of the smartest decisions an employer can make.**

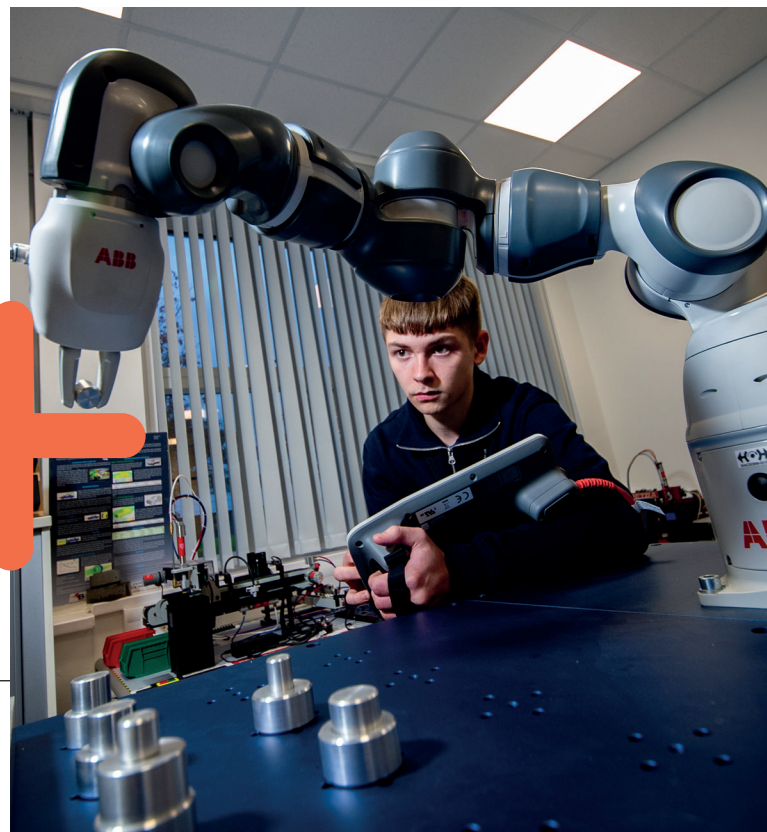
The Lancashire and Cumbria IoT offers a wide range of courses across a number of sectors – offering employers the opportunity to upskill your existing staff or reskill your team.

Our wide range of courses equip your team with the latest skills and knowledge to drive productivity, innovation, and business growth. In today's rapidly changing world, ensuring your employees are prepared for new technologies and evolving market demands is essential to staying competitive.

By offering targeted training, you can close skills gaps, increase efficiency, and future-proof your organisation. Reskilling ensures employees adapt to new roles or responsibilities as industries change, while upskilling helps them improve their performance in their current roles. Both approaches foster a culture of continuous learning and development, which is critical for long-term success.

Training opportunities show your commitment to your team's career development, boosting morale and job satisfaction. This can significantly improve employee retention, reducing recruitment costs and preserving valuable institutional knowledge. A well-trained, confident workforce is also more engaged, leading to improved teamwork and collaboration.

With our tailored programs, you can address your business's unique challenges while empowering your employees to grow. Together, we can ensure your team is ready to meet tomorrow's challenges while delivering exceptional results today.





We understand that the wide range of education qualifications can feel overwhelming. To help you distinguish between GCSEs and NVQs we've created the table below. It outlines the three main routes - academic, vocational and applied work, and the various levels assigned based on the knowledge, skills and competence required. This table may be helpful when recruiting a new member of the team, or when looking to upskill or reskill your existing workforce.

If you have any questions, please email [employer@landciot.ac.uk](mailto:employer@landciot.ac.uk) and our team will be happy to help.

LEVEL	QUALIFICATION/EDUCATION ROUTE				
8	Doctorate (PHD)			NVQ 8	
7	Masters (MA)			Degree Apprenticeship / NVQ 5, 6, 7	
6	Bachelors Degree (Hons) (BA / BSc / BEng (Hons))	Bachelors Degree topup (BSc / BEng / BA (Hons))			
5		Diploma of HE (Dip HE) Foundation Degree (FdA / FdSc / FdEng)	Foundation Degree (FdA / FdSc / FdEng)	Higher National Diploma (HND)	Higher Technical Qualification (HTQ)
4		Certificate of Higher Education (CertHE)		Higher National Certificate (HNC)	
	Foundation Year (Year 0)	Access to HE			
3	A Levels	International Baccalaureate	T Levels	BTEC Nationals	Advanced Apprenticeship / NVQ 3
2	GCSEs (Grades 4 - 9 / C - A*)		BTEC first diploma		Intermediate Apprenticeship / NVQ 2
1	GCSEs (Grades 1 - 3 / G - D)		Foundation diploma entry level qualifications		Traineeship / NVQ 1
	ACADEMIC ROUTE		VOCATIONAL ROUTE		APPLIED WORK ROUTE

# OUR PARTNERS

Our education partners include:



Our research partners include:





LANCASHIRE & CUMBRIA										
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