



WORK EXPERIENCE OVERVIEW

EMPLOYER IMPACT

2018 • 2019

At Walsall College, we recognise the importance of having a workforce that is job ready - not just with the right qualifications, but the right attributes.

Walsall College is committed to cultivating a workforce that is skilled, professional and enterprising – attributes that define a Walsall College graduate. Whether embarking on an apprenticeship, work placement or paid employment, our students leave equipped with the knowledge, tools and skills to thrive in the workplace.

We work closely with employers to create solutions suited to the development of employees and business requirements including flexible work-based, distance and e-learning courses. As one of the first colleges in the UK to deliver the government's new T-Levels programme – with learning taking place both in the classroom and through 'on-the-job' training – we are committed to meeting the recruitment needs of both students and employers in the region.

We believe in the value working in collaboration with local and global employers – it is vital not only to the growth of the future workforce, but of businesses and the wider economy. Our leading facilities, expert staff and outstanding reputation leave our students equipped to drive your business forward.



T-LEVELS ARE COMING

Industry placements will be an integral part of T Levels- the new two-year study programme for 16-19 year olds, which will require employers to host a student for a minimum of 315 hours (equivalent of 45 days).

Launching in September 2020, the new programme will provide an alternative way to discover and recruit new talent, whilst receiving additional support during short-term company projects.

We will oversee the recruitment process, identifying the best candidates and providing students with regular professional development reviews, giving them a head start in their career.

The benefits of hosting an industry Placement



You will gain a fresh perspective and ideas to support the development of the business



You will have access to a portal of excellent candidates to choose from



You have additional support with no commitment or financial risk

To secure a student for an industry placement for a minimum of 315 hours (equivalent of 45 days), get in touch now.

EMPLOYERS WE WORK WITH...



COMPUTING

Walsall College is proud to be the West Midlands Combined Authority 'Digital Skills Lead' for all West Midlands Colleges, giving access to the latest technology at our dedicated learning centres - the virtual Microsoft Academy and Cisco Academy.

Midcounties Co-operative opens doors for computing student

Computing student, Josh Duffill was adamant to find some valuable work experience before finishing his course, when he discovered a placement that opened doors for his career as a web developer.

With support from staff members at Walsall College to identify the part-time placement, the 22-year-old was given the opportunity to assist in the creation of Midcounties Co-operatives' new website. Now full of confidence, Josh is ready to conquer his next project.

As for his employer, Stephen Mills, eCommerce Manager at the Midcounties Co-operative, said:

"It's been great having Josh working for us as he's brought lots of fresh ideas and a great level of technical skill picked up from his course and his own personal development. We've been able to give Josh tasks and he has taken them on with enthusiasm and completed them all in line with or above the level we expected.

We're already talking to Josh about doing some additional work for us around the final year of his course as we've been so impressed with his level of ability."

The **Midcounties Co-operative**

It has, without a doubt, helped me to boost my confidence when designing, developing and testing websites and applications.

Josh Duffill, Level 6 Computing

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It is estimated the West Midlands will need as many as
29,000 MORE
SKILLED DIGITAL WORKERS
over the next 10 years

Source: WNTV



Digital skills get reboot with new IT Academy launch

In partnership with IT specialists, risual and Microsoft, Walsall College launched a state-of-the-art IT academy at its £11m Business and Sports Hub, to help address a growing shortage of digital skills and bridge the gap between industry and education.

The risual Microsoft Academy will offer digital skills training for students using the latest Microsoft technology, specialist qualifications and industry experts in order to improve their digital literacy skills and boost their career prospects. The IT hub will also enable the college to train more IT apprentices and upskill staff at businesses across the region to ensure employers have the skills they need to grow.

The Microsoft Academy at Walsall College is only the fourth one to open in the UK as part of risual education's plans to roll out 39 academies over the next three years, with one exclusively in each Local Enterprise Partnership (LEP) area of the UK.

The Walsall College risual Academy has received significant investment in the latest IT equipment from Microsoft and has been decorated by renowned artists Graffiti Kings to mirror the style of risual's headquarters at Staffordshire Technology Park.

Assistant Principal for Commercial Development at Walsall College, James Norris, said: "Our collaboration with industry

experts to launch this new risual Microsoft Academy addresses the skills shortages in growth areas identified by the Local Enterprise Partnership and will provide a high-tech, exciting learning environment for IT apprentices. It will also offer Microsoft qualifications to enhance students and employees' digital literacy and create a highly skilled workforce for local businesses, whilst supporting the development of IT skills for the region.

"Our aim is to provide a clear route from education to employment and this new academy will only help to enhance the employability of our learners and apprentices, and therefore provide employers with the skills they need to improve their competitive edge.

"Launching the academy during Walsall Business Week also signifies our commitment, along with other members of Walsall Economic Board who are all making pledges to ensure that as a collective we work to sustain economic growth in the region."

BUSINESS, ACCOUNTING AND ADMINISTRATION

Transferable skills are vital to the growth of any business. We provide employers with the confidence to allow staff to create an efficient work environment.

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We are delighted to have Kianna on board as an apprentice and feel she will be a real asset to the company.

Interserve
Support Services

Interserve helps student fast-track career

Following a two-week industry placement at the firm's West Bromwich office, Interserve were delighted to offer Kianna Annakie a HR assistant role on a Level 4 Business Administration Apprenticeship programme.

The compulsory placement allowed Kianna to put her course knowledge into practice, which fast-tracked her plans for a career in the HR industry.

Kianna, added: "The placement helped me to decide that I want to work within a HR team and was planning to start looking for a job in this area, so being offered the apprenticeship is amazing and not something I expected."



New recruit awarded five stars by Holiday Inn

Managers at Holiday Inn were so impressed with Tanya during her industry placement, which was part of her Business Administration course, they decided to employ her permanently as a General Service Assistant. Tanya is now on the way to securing her career in Finance.

"My role as a General Service Assistant has a lot of responsibility, compared to my work placement. I check the money in the tills, and produce reports on who is in-house and who is not. I also collect deposits when people make a reservation at the hotel.

"I feel that on-the-job experience has enabled me to develop my skills and knowledge much faster. I have further developed my interpersonal skills when dealing with customers and other members of staff, which has been invaluable. But most importantly, I have found an organisation where I want to build a career."

Andrea Gubbins, General Manager at Holiday Inn Express Walsall, said: "Tanya has stood out as a hardworking and proactive student. We have been impressed with the calibre of students we've been supplied, and we will continue this successful working partnership for the foreseeable future.

We are always on the look-out for new talent to enhance our services, which in turn enables our business to grow. We do this by offering industry placements through Walsall College, which is well known in the industry for its Outstanding curriculum.

Tanya's placement is part of our new programme to offer work opportunities for those interested in administration and hospitality. We have been impressed with the calibre of students the College have supplied to us, and we will continue this successful working partnership for the foreseeable future."

FASHION, MEDIA AND PERFORMING ARTS

Our two fully equipped fashion studios and production rooms mean our students have access to some of the leading technology and software to make their mark.

Design company bags Walsall College Fashion student

A fashion design company bagged Lucy Jones as a designer, following a work experience placement required as part of her Level 3 Fashion course.

Brady Bags, an established bag designer recognised Lucy's talent and provided her an opportunity to break in to the competitive industry.

"Fashion has always played a big part in my life so when I came to an open day at Walsall College and saw the facilities in the fashion department, I was amazed. The computers all have the latest high quality software to help you design outfits and there are many different types of sewing machines to create garments."

I was planning to go to university but then I was offered my dream job, which was amazing and very surreal.

Lucy Jones, Level 3 Fashion



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60,000 NEW
DIGITAL & ANALYTICAL ROLES
 will be urgently required in media by
2020 - changing the business model
 for most organisations

Source: Fashion Retail Academy



Media students help company raise awareness of mental health

Walsall College's Performing Arts and Creative Media students helped civil engineering specialist Barhale, to film a series of clips to raise awareness of mental health amongst industry managers.

The project saw Level 3 Performing Arts students re-enact six mental health scenarios, including employees having issues at work, whilst the College's Creative Media students filmed the scenes, providing opportunities for students to showcase their skills in a corporate environment.

Jaswant Sembhi, Work-Experience Co-ordinator at Walsall College, said: "We are delighted to support Barhale in this very worthy project. This was a great opportunity for our Level 3 Creative Media and Performing Arts students to gain experience to support the agenda at Barhale. This project is one of the live briefs we have provided to our students in collaboration with our employers."



New recruit puts skills into practice as fashion writer

A Walsall College HND Fashion student landed a job as a Fashion Content Writer after impressing bosses during a work experience placement with an online clothing retailer.

James Kirk, 24, completed a six-week work experience placement at up-and-coming Birmingham-based business, Hidden Fashion.com, who were impressed with James' work ethic and writing abilities.

James commented: "In the future I would like to be a fashion designer with my own line, so this is a fantastic opportunity and has given me a foot in the door to a really competitive sector."

ART, DESIGN AND PHOTOGRAPHY

Inspirational talks and international visits are key components in the long-standing relationships Walsall College has developed with the creative industries.



Completing a Foundation Art and Design course gave me an advantage, not just at university but also in my career.

Jermaine Francis,
Photographer

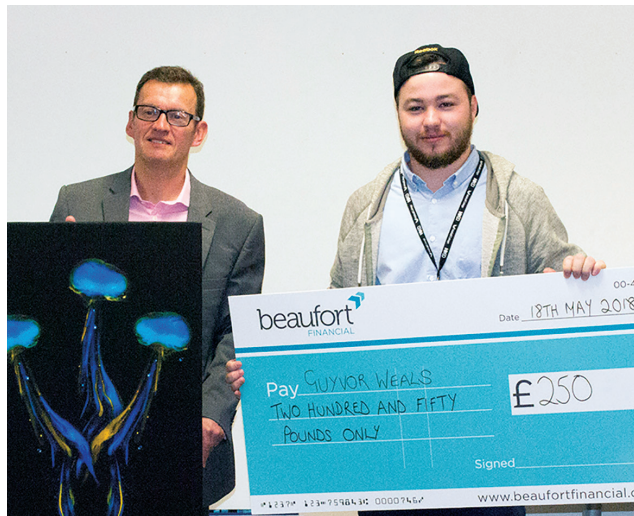
Photographer returns to teach tricks of trade

Former Walsall College student, Jermaine Francis, who is now an established fashion portrait and beauty photographer, returned to his roots to share the industry's best practice with Photography students.

Jermaine studied a Pre-degree Foundation Art and Design at the College, specialising in Photography, before going on to study Photography and Critical Theory at Derbyshire University. He has since carved an illustrious career, photographing numerous

talents, including, Emma Stone, and Cara Delevigne, whilst contributing to publications including, Harpers Bazaar UK, Vogue China, Stella McCartney, and Sky.

Jermaine said: "The tutors at Walsall College were amazing and really left a lasting impression on me. They taught me how to talk about the work I had created and about my own practice. In the photographic and fashion industry, art directors and editors are all visually literate, so these skills have been important in helping me to advance my career."



Finance company snap up Photography students

Walsall College's Higher Education Photography students worked in collaboration with Beaufort Financial to photograph images for their new rebrand, as part of a competition run by the finance company.

As part of their rebrand, the company launched a competition for Walsall College's Higher Education photography students, with the aim of finding a winning set of photographs for their website, paperwork and brochures.

Paul Gorman, Co-founder and Chartered Financial Planner at Beaufort Financial, visited the College to award the winning students with prizes, which included cheques for up to £250.

Alan Tyler, Curriculum Manager for Photography at Walsall College said: "We are committed to working in partnership with organisations to ensure students gain relevant work experience that will enhance their portfolio. We are delighted that the talents of our students have been recognised by Beaufort, which is a testament to the skills and creativity our students have honed during their studies."



European partnerships spark creativity

Walsall College's recent partnership with Gecko Programmes Ltd, who provide university level students with opportunities to participate in funded European work experience programmes, allowed three Higher Education students to boost their job prospects with first-hand experience in their chosen fields.

HNC Photography students, Kathryn Lesny and Marta Jarco and HNC Graphic Design student, Kira Marks spent 15 days in Lanciano, central Italy, supporting local companies in their daily projects.

Kira supported a local museum to hold workshops for children as part of her placement. She said: "I enjoyed immersing myself in a different culture for two weeks and seeing how others live."

Director of Quality and Higher Education at Walsall College, David Turner, commented: "We are delighted to be working with Gecko as this unique project is also free for students and funded by the EU's Erasmus plus programme. Students selected for placements are supported with a number of costs including travel and accommodation and they also receive dedicated mentoring and training whilst on work experience.

"A further seven Walsall College students have also been selected for trips and we are also encouraging more students to apply for the programme which is open until 2022."

CONSTRUCTION

Projects such as High Speed 2 (HS2) have contributed to a demand in recruitment in Construction. Our students learn their chosen trade in one of our industry simulated training workshops, so they are fully equipped to conquer the workplace.



Constructing futures with Decorating Academy launch

Walsall College has launched Bell Group's sixth painting and decorating academy, with the aim to enhance its existing courses, whilst giving Construction students hands-on industry experience.

The Bell Decorating Academy at the College's Green Lane campus ensures students are skilled and work-ready through a range of opportunities, including work experience placements, apprenticeships and industry masterclasses.

James Norris, Assistant Principal in Commercial Development at Walsall College, said:

"As an Outstanding training provider, we have a long history of successful partnerships with employers. As such, most of our former students have built successful careers through their journey with us."

Craig Bell, CEO of Bell Group, said: "Our academies help prepare young people for the working world, putting the theory of our trade into practice on site. The students will gain a valuable insight into the industry, valuable knowledge, work experience and the chance at an apprenticeship with us in the future."

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We already have former students from Walsall College and I look forward to working with many more.

Bell Group



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The construction industry will need to employ

**150,000 NEW
 WORKERS BY 2021**

in order to keep up with current demand

Source:



Design and Build gets first pick of Construction talent

Stuart Bevan, Director at Lichfield Design and Build, was on the lookout for more apprentices as Level 2 Construction students went head-to-head in front of an expert panel of judges and employers.

The competition, which involved a series of activities, including building pillars and walls, was marked to industrial standards, and students were judged on the quality of their work, as well as completion rate. Stuart, who was on the judging panel, was able to identify candidates best suited to his business requirements, based on their skill and abilities throughout the competition.

Barry Hill, Curriculum Manager for Construction, said: "The competition was a great opportunity for our students to practice what they had learnt with little supervision, and receive feedback on their performance, which they can use to enhance their skills."



New initiative tackles recruitment crisis

With 52% of construction employers in the West Midlands currently experiencing recruitment challenges, Walsall College unveiled its innovative programme to fast-track jobseekers into the industry.

The Construction Gateway is a free pre-employment programme that helps to provide local construction companies with a qualified and job ready workforce.

The 20-day programme developed in partnership with West Midlands Combined Authority means employers can specify the areas of work that participants receive training. These include bricklaying, carpentry and plant operatives.

Debbie Illidge, Senior Curriculum Leader at the College said: "With recruitment shortfalls now at a critical stage in some areas, the Construction Gateway provides a solution on how we fill some of these immediate start roles."

ENGINEERING

Walsall College is proud to be leading the way in responding to the recruitment demands within the engineering industry. Our new Digital Engineering Skills Centre is ideal for training and upskilling for business development.



Businesses continue to report skills gaps, making it hard for them to fill crucial roles, which create barriers to production and profit. We support employers by delivering specific traditional and specialist skills they need.



Jatinder Sharma OBE, Principal and Chief Executive, Walsall College

Digital skills boost made official with centre's launch

Walsall College officially opened its new Digital Engineering Skills Centre - cementing its status as the digital skills lead for West Midlands Colleges.

With funding through the Black Country Local Enterprise Partnership's Growth Deal, the £2m centre, located on Portland Street, is the College's first standalone facility to

address skills deficiencies and recruitment challenges faced by the engineering and construction sectors. Those studying at the site will have access to state of the art technology including, CNC programming and production machines, along with computer-aided design and 3D printing equipment for prototyping and production technologies.

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The manufacturing sector is FACING ITS GREATEST SKILLS SHORTAGE IN 30 YEARS WITH

of engineering employers finding it difficult to hire employees with the right qualifications and experience.

Source: BCC

Leading engineering firm helps apprentice carve out career

Manufacturing firm, Mayes and Warwick was able to help Brett Groves carve out a career as an apprentice engineer, following a work placement arranged by Walsall College.

After completing his Level 3 Advanced Apprenticeship in Engineering Manufacturing course, Brett approached Mayes and Warwick again, who were determined to take him on as an apprentice.

Brett said: "The placement was great – I was able to put what I had learned from my course into an actual work environment, while picking up new skills as well."

Peter Lawrence, Managing Director at Mayes and Warwick, said: "Brett is an enthusiastic new addition to our team. He is motivated and always keen to learn, demonstrating new skills that makes him an ideal candidate."

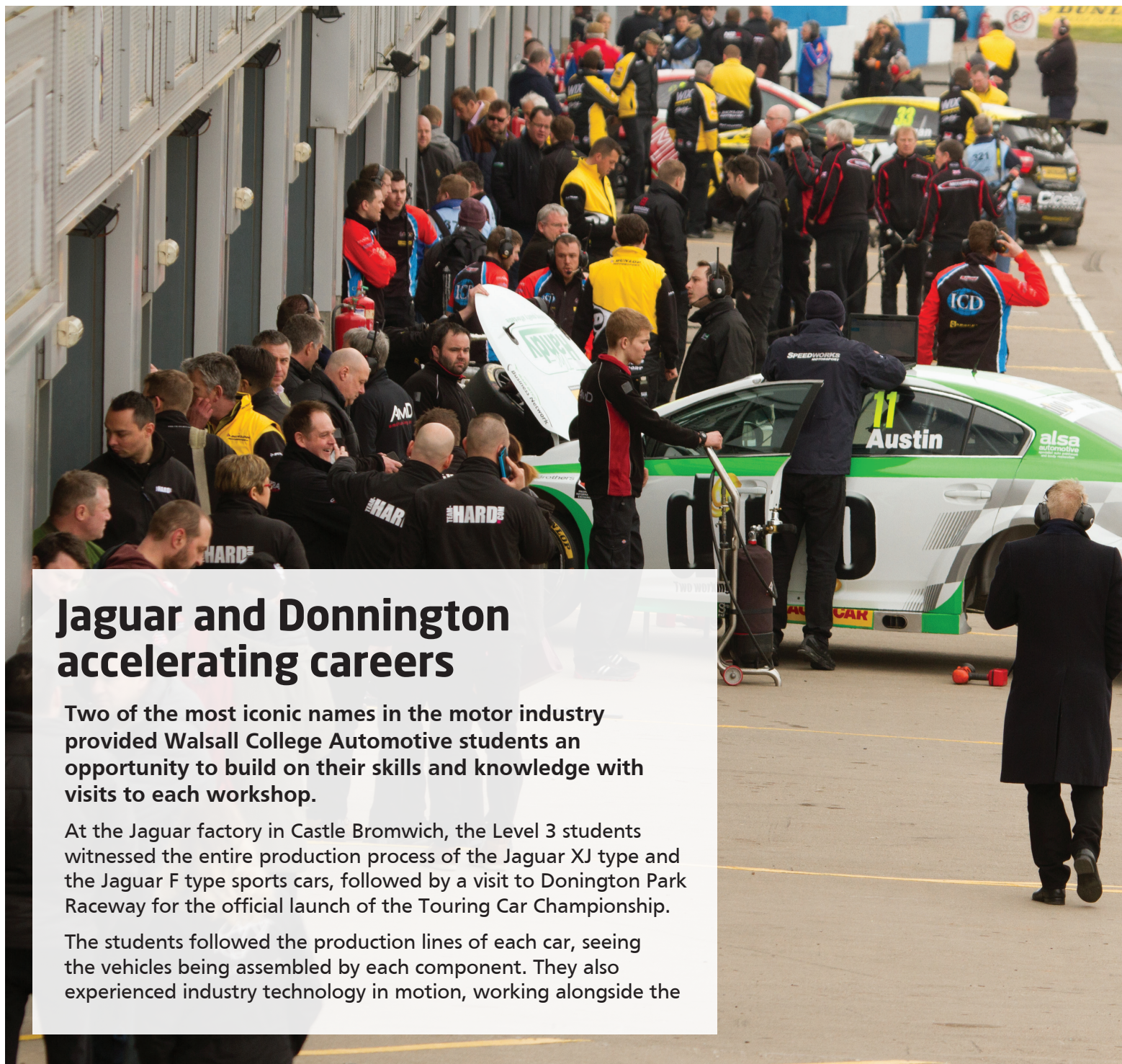


As a small company, it's vital we find bright people for our apprenticeship vacancies, which is why we work with Walsall College.

Mayes and Warwick

AUTOMOTIVE

The rise in new automotive technology has fuelled a demand in developing a more skilled and creative workforce. Our Automotive Garage puts employers in the fast lane.



Jaguar and Donnington accelerating careers

Two of the most iconic names in the motor industry – provided Walsall College Automotive students an opportunity to build on their skills and knowledge with visits to each workshop.

At the Jaguar factory in Castle Bromwich, the Level 3 students witnessed the entire production process of the Jaguar XJ type and the Jaguar F type sports cars, followed by a visit to Donington Park Raceway for the official launch of the Touring Car Championship.

The students followed the production lines of each car, seeing the vehicles being assembled by each component. They also experienced industry technology in motion, working alongside the

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96% OF GARAGES

agreed that skilled technicians were very important or vital, but

JUST 2% FOUND RECRUITMENT EASY.

Source: Progress Recruitment



Automotive specialist gets students into gear

Specialist Mitsubishi tuner, NTS Tuning Solutions steered Automotive students into the right direction as they delivered a masterclass on the latest industry techniques in automotive tuning.

Simon Norton, Director at the Sheffield-based company, surprised HNC Automotive students by bringing a training vehicle onto campus to demonstrate engine mapping and engine management diagnostics. Students also had the opportunity to carry out tuning, mapping and diagnostic processes on the vehicle to gain first-hand experience in the role.

Mark Pemberton, Curriculum Manager in Automotive, said: "Having the skills and knowledge needed to build a successful career is extremely important, so it was a privilege to have NTS Tuning Solutions with us to show our HNC Automotive students how to carry out a number of repairs on an actual car."

PLUMBING, GAS AND ELECTRICAL

Keeping abreast technological developments in plumbing, gas and electrical is invaluable for any size business. Our courses include live installations and repairs, all whilst learning from interactive boards with support from industry experts using the very latest technology.



New development sparks opportunity for Electrical firm

The development of the College's £11m Business and Sports Hub sparked a recruitment opportunity for David Paradine Ltd, the electrical subcontractors working on the innovative project.

18-year-old Chris Roberts, completed his Level 3 Electrical Installation course and following an industry placement with David Paradine Ltd, he was offered a permanent position as a trainee electrician.

One key objective arising from the development of this project has been to maximise opportunities for the local community, including allowing students to develop their skills on a live brief.

Keven Miners, Interserve Project Manager

SUPPORTED LEARNING



The UK Government has pledged to get
1 MILLION

DISABLED PEOPLE INTO WORK BY 2027

Source: DWP

At Walsall College we recognise talent comes in all shapes and sizes. Our Supported Learning courses provide additional support for those with learning difficulties or disabilities and their employers.

Throughout his placement, Danny has shown himself to be hard working, with an aptitude to connect positively with others.

Light Cinema



Student makes a 'reel' go of his career with support from Light Cinema

Light Cinema have been invaluable to the development of Danny Degville, who is now employed as a Cinema Assistant, following a Supported Internship course at Walsall College.

The 20-year-old undertook a six-month placement at the cinema as part of his course and impressed with his positive work ethic, his employer offered him a part-time role.

Walsall College's Supported Internship programme works with employers to identify the right candidates, whilst providing additional support from the Key

Supported Learning staff at each stage of the Internship.

Throughout his course, Danny attended workshops and teaching sessions to develop his confidence and employability, whilst developing his Maths and English skills.

Danny, said: "I had to attend a formal interview for my placement at the Light cinema. My tutors were of great help – they told me how to present myself and what the employer is looking for when interviewing candidates."

HEALTH, SOCIAL CARE AND EARLY YEARS

We have cultivated long-standing relationships with care providers for our students to lead the way in developing crucial soft skills without compromising on delivering care.



Nursing home snaps up student before finishing course

A Walsall-based nursing home has reaped the benefits of hosting a work experience placement, as it has now gained a reliable Care Assistant.

Latifah Abdul Ndaimana was studying a Level 3 in Health and Social Care, which required her to secure a work placement. However, before even completing her course, the care home offered her a permanent position. Thrilled with the news, Latifah's ambition to become a mental health nurse has only increased.

Latifah, said: The College talk to you on an individual

basis about the career path you want to follow and give you all the guidance you need to help you achieve your goals. At the end of one placement, I was offered a job, which I could fit around my classes and use to gain even more experience of the industry.

"In only one year here I've built up so much confidence and knowledge, especially in working with people suffering with mental disabilities. In my role, I enjoy interacting with residents and supporting their needs. After completing this course I plan to go to university to further develop the skills and knowledge I need to achieve my dream career."

“



From my first day here I found the tutors very inspiring and I felt motivated to aim high.

”

Latifah Abdul
Ndaimana

HAIRDRESSING, BEAUTY AND BARBERING

Hands-on experience is vital in an industry that demands creativity. Our commercial hair salon offers the perfect environment to learn technical skills and the creative flair to make the cut.



Former student shares 'secret formula' for success in Barbering

A Walsall College alumni - who came second in the National Student Barber of the Year Awards - visited the College to deliver a masterclass to Level 2 Barbering and Hairdressing Students.

Luke Russell was accompanied by Raps Gill, the Creative Director at Wolverhampton-based Vaal and Vaal, where Luke secured a full time role as a qualified barber.

Luke provided students a great deal of personal development advice including watching YouTube tutorials and offering services to family and friends complimentary. In an industry that is highly competitive, Raps emphasised the importance of being able to 'master the art' of Barbering through constant practice.



Cruise liner get Beauty students on board for success

Hair and beauty experts from Steiner, a renowned cruise liner spa company, visited Walsall College to deliver talks and demonstrations to its Level 3 Beauty and Hairdressing students.

Kate Finch, Recruitment Manager for Steiner cruise ships provided students with an insight into a career on board a cruise ship including training, working hours, rates of pay and contracts. Kate also offered tips to students to enhance the skills they would need to enter the beauty industry.

Jo Small, Curriculum Manager for Hair and Beauty, said: "As part of students' study programme, we aim to give them as much exposure as possible to the industry."



The sessions were very beneficial to the students, and some of them have developed an interest in a career with Steiners.

Jo Small, Curriculum Manager for Hair and Beauty

TOURISM AND HOSPITALITY

Walsall College has long-standing partnerships with high-flying aviation companies worldwide, including Virgin Atlantic and British Airways, allowing our students to fly above the rest.



Virgin Atlantic gets students' careers off to flying start

Walsall College Travel and Tourism students had their boarding passes at the ready when flight attendants from one of the biggest airlines in the world arrived to give them an insight in to careers with Virgin Atlantic.

Eve Tonks, who began her career in the travel industry more than 15 years ago, spent a day with Level 1 and 2 Travel and Tourism students to help prepare them for potentially working for the airline.

Students acquired inside knowledge about Virgin's recruitment process and work culture, as well as receiving a practical demonstration on preparing a

cabin for take-off. Students also took part in mock interviews, team building activities and aptitude tests and had an opportunity to ask for professional advice.

Curriculum Manager for Travel and Tourism at Walsall College, David Higgins, said: "This was a very useful and fun learning experience for students, which has enhanced their knowledge of the airline industry. Participating in the day has also given students a fascinating insight in to the dynamic and expanding Virgin brand and increased their potential success when applying for related roles."

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With immigration rules getting tighter, as many as

330,000

HOSPITALITY STAFF IN THE UK

are going back to their country.
 The sector is looking into a potential black hole.

Source: Visit Britain



Masterclass with Quorn on the menu for Catering students

Quorn, the UK's leading meat alternative brand provided Level 3 Catering students with an insight into the fast-paced industry.

Denise Tollyfield, Home Economist at Quorn, delivered a demonstration on how to prepare a range of Quorn-based recipes including Quorn tikka masala, Thai green Quorn curry, pulled Quorn with pink coleslaw and Szechaun steak style stir-fry, and tasked students with creating their own meat free dishes.

Curriculum Manager for Hospitality and Catering at Walsall College, David Higgins, said: "Students take part in several professional masterclasses throughout the year as they are a key part of the Hospitality and Catering course. They not only help trainee chefs to develop their skills and knowledge in the kitchen, but they also give them a deeper insight in to the different types of career opportunities available and realities of the industry, first-hand from experts currently working in the sector."



Restaurant puts students through their paces in Masterchef challenge

Professional chefs at Five Rivers restaurant in Walsall were adamant to find the crème de la crème as they hosted a MasterChef style cookery challenge with Walsall College students.

Award winning Group Executive Chef at Five Rivers, Rashpal Sunner, who has prepared food for the likes of Tony Blair and Bill Clinton, and Sous Chef, Shiva Mahat, showed students how to make a series of popular dishes served at the fine-dining north Indian restaurant. The budding chefs then battled it out to recreate the dishes for the professionals to offer constructive feedback.

Rashpal, said: "We were very impressed with the high standard and authenticity of the dishes that the students created; some of dishes would not be out of place if they were served in our restaurant."



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