

Your trusted global
skills partner
Evolving workforces for over 145 years

Building sustainable talent pipelines with Work-Based Training
Academies
28th January 2025

Housekeeping



This session is being recorded

The session is being recorded and will be sent to all attendees after the webinar.



Everyone is on mute

To ensure the best experience for everyone, please keep your microphone muted.



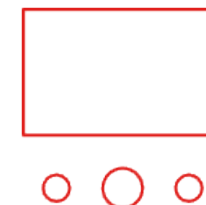
Slides

The slides will be sent to all attendees alongside the recording after the webinar.



Questions

Please add your questions to the question function on the control panel. We will endeavour to answer all questions.



If the session cuts off

Please use the original webinar link to gain access back into the session. To join over the telephone, select “Phone Call” in the audio panel and the dial-in information will be displayed.

Agenda



Welcome and opening address

Introduction and background

The role of Work-Based Training Academies

Panel (including Q&A)

Reflections and insights

Meet our skills specialists

Our skills experts work with large organisations to identify end to end workforce development needs that will maximise productivity and organisational growth



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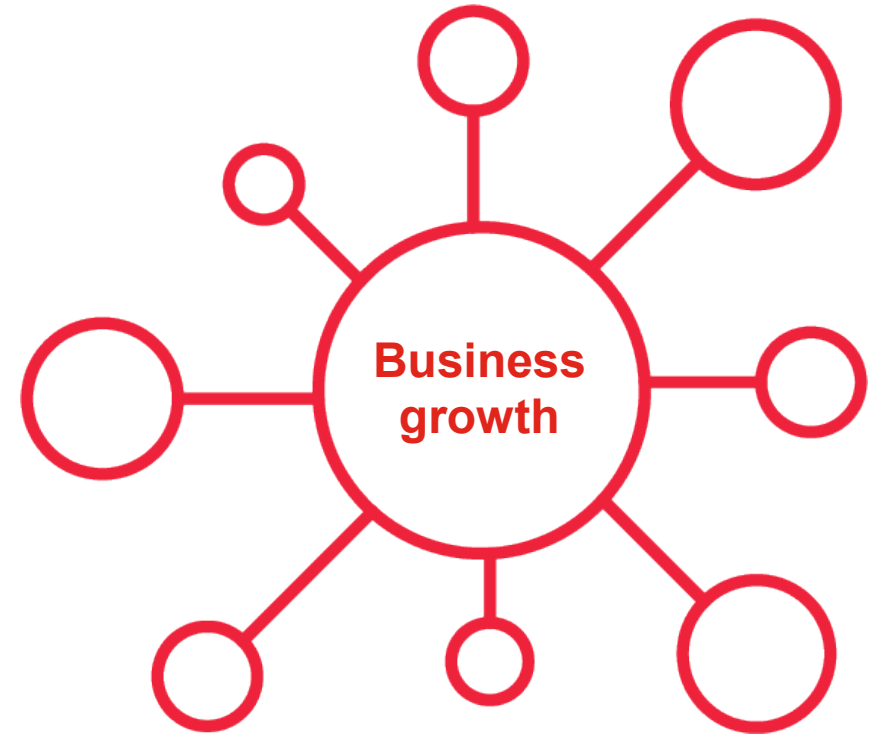


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Importance of Workforce Development

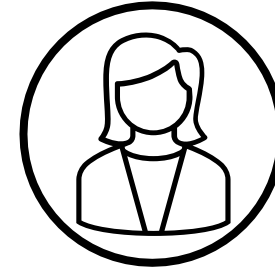
- ✓ Changing Skills
- ✓ Training that meets industry needs
- ✓ Collaboration and partnerships
- ✓ Sustainable talent pipelines



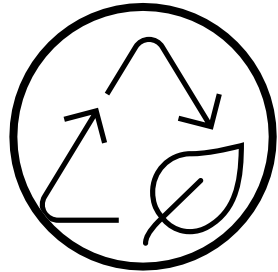
City & Guilds Productivity Report



74% of organisations surveyed identified building their workforce skills as a key factor in boosting productivity



50% are bringing in skills from outside their business or their wider sector



76% show support for investment in ecological, environmental, sustainability, and other 'green skills' as key to boosting both short- and long-term productivity.



Only **48%** felt that they left their time in education with the right skills to transition into a career of their choice

The Global Skills Partner to drive business growth

The role of City & Guilds for Work Based Academies



Skills and workforce development solutions

Employer advisory service
Strategic L&D support
Maximise training



Recognition services

Assured quality benchmark
Increase engagement
Make skills visible
Measure impact



Apprenticeships and qualifications

145 years of experience working in education and with industry partners
Trusted leader in EPA services
Unparalleled support resources and tools



CSR solutions

Sustainability/Green skills
Social value targets

The Global Skills Partner driving business growth

Our panel



Becky Edwards
Academy Consultant
Places for People



Rosie Brady
Training Partner
Veolia Life Science
Centre of Excellence

**Veolia Water
Technologies**

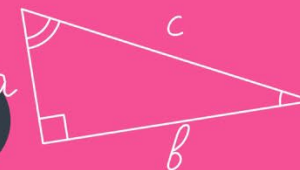


Panel Discussion

Thrive



$$x^2 + d_1^2 = 4a$$



$$a^2 - b^2 = (a-b)(a+b)$$



Supporting the housing sector
to meet the demands of the future.

**BUILDING
SKILLS.
SHAPING
FUTURES.**

The challenge

Skills Shortage

The UK is experiencing a shortage of skilled professionals in the Housing sector, particularly due to the rising demand for housing across the country.

Future Skills

Our sector is changing at a significant rate, we need to upskill our colleagues with the right skills to meet the future demands of our sector.

Training Quality

Training in our sector has often lacked relevance and flexibility. We need industry-specific training that blends practical skills with a values-driven approach, delivered by experienced professionals.

Customer and Community impact

Creating local opportunities in communities attracting those furthest from the job market into work. Upskilling Customers with the knowledge, skills and behaviours to Thrive.

The offering



Apprenticeships

High-quality apprenticeships tailored specifically for the housing sector, provided by experienced professionals who blend practical skills with values-driven learning.

Derby Academy



Short courses (Future and technical)

Equip those in the housing sector with the skills required both now and, in the future, while also enhancing the quality and value of the current learning opportunities available.

Regional delivery or local



Organisational Development

A range of organisational development products tailored to the housing sector, designed to meet the demands necessary for business growth.

Regional delivery or local

The locations

Apprenticeships Technical and Future Skills Organisational Development

All apprenticeship training will be conducted through the Academy using a block release model, allowing us to accept apprentices from across the UK and increase the **'speed to competency rate'**. All other learning will be delivered locally or in one of our Academy Hubs.

Learning centres across the UK:

Edinburgh
Newcastle
Leeds
Hull
Preston
Chorley
Rotherham
Sheffield
Nottingham

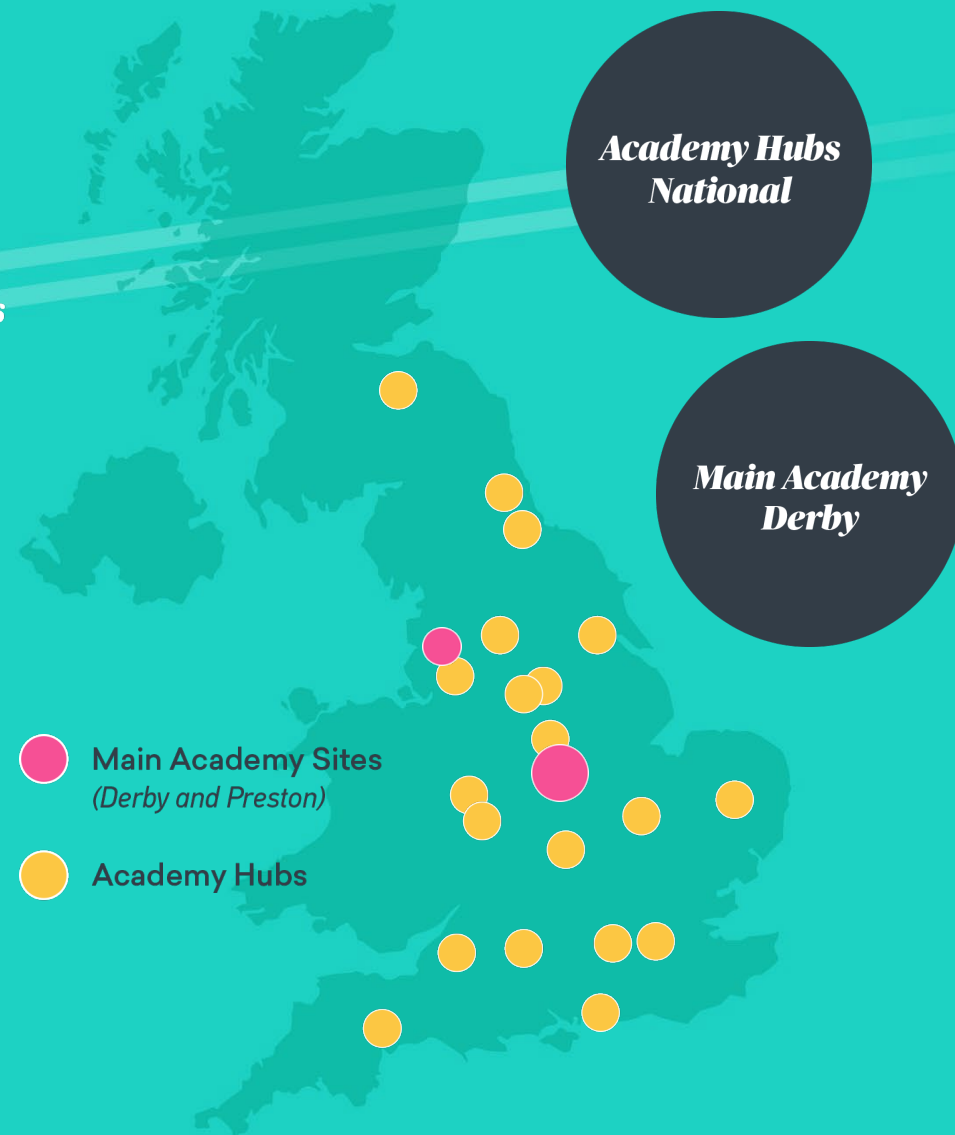
Derby
Norwich
Huntingdon
Milton Keynes
Bristol
Hounslow
London
Chichester



 Main Academy Sites
(Derby and Preston)



 Academy Hubs



Areas of focus

Diversity within the sector

We collaborate with Partners to attract a diverse pool of candidates for our apprenticeship positions. Our goal is to ensure the housing sector's workforce reflects the diversity of our Customers. We recruit new members directly from the Communities we serve.

Customised learning

Our training programs are customised to fit the specific needs of your workforce, ensuring that all content is directly relevant to everyone's role. We offer a flexible learning approach that suits your business.

Focus on attitude and behaviours

We recruit based on attitude and behaviours rather than prior experience, we will provide the experience. Every aspect of our training is designed to ensure the Customer's voice is heard.

Customer and Community outreach

As part of the PFP Thrive offering we will also be delivering a suite of employability learning within the communities that we and our partners serve.

Veolia Life Science Centre of Excellence

WATER TECHNOLOGIES



Who We Are



A Water Technology company providing global water and wastewater management solutions. As a key subsidiary of Veolia Environment, a world leader in optimised resource management, bringing over 160 years of expertise to address the most pressing water-related challenges of our time.

Global Mission:

At Veolia Water Technologies, we are committed to developing innovative and sustainable solutions that ensure the availability and responsible management of water. Our goal is to contribute to human progress by preserving and replenishing the planet's most essential resource.

Life Science
Centre of Excellence



Launch Day

26th June 2024



Welcome to the Life Science Centre of Excellence

Mission

Excellence in Training for
Local & Global Service &
Support Teams

Providing a Common and
consistent approach

Demonstrate Veolias
capabilities and offerings



Service Technician Training

Purified Water Treatment Service Technician

Level 1

Theory & Practical

Level 2

Maintenance & Fault Finding

Level 3

Advanced Fault Finding & Commissioning



Purified Water Treatment
Service Technician 1



Audience Q&A

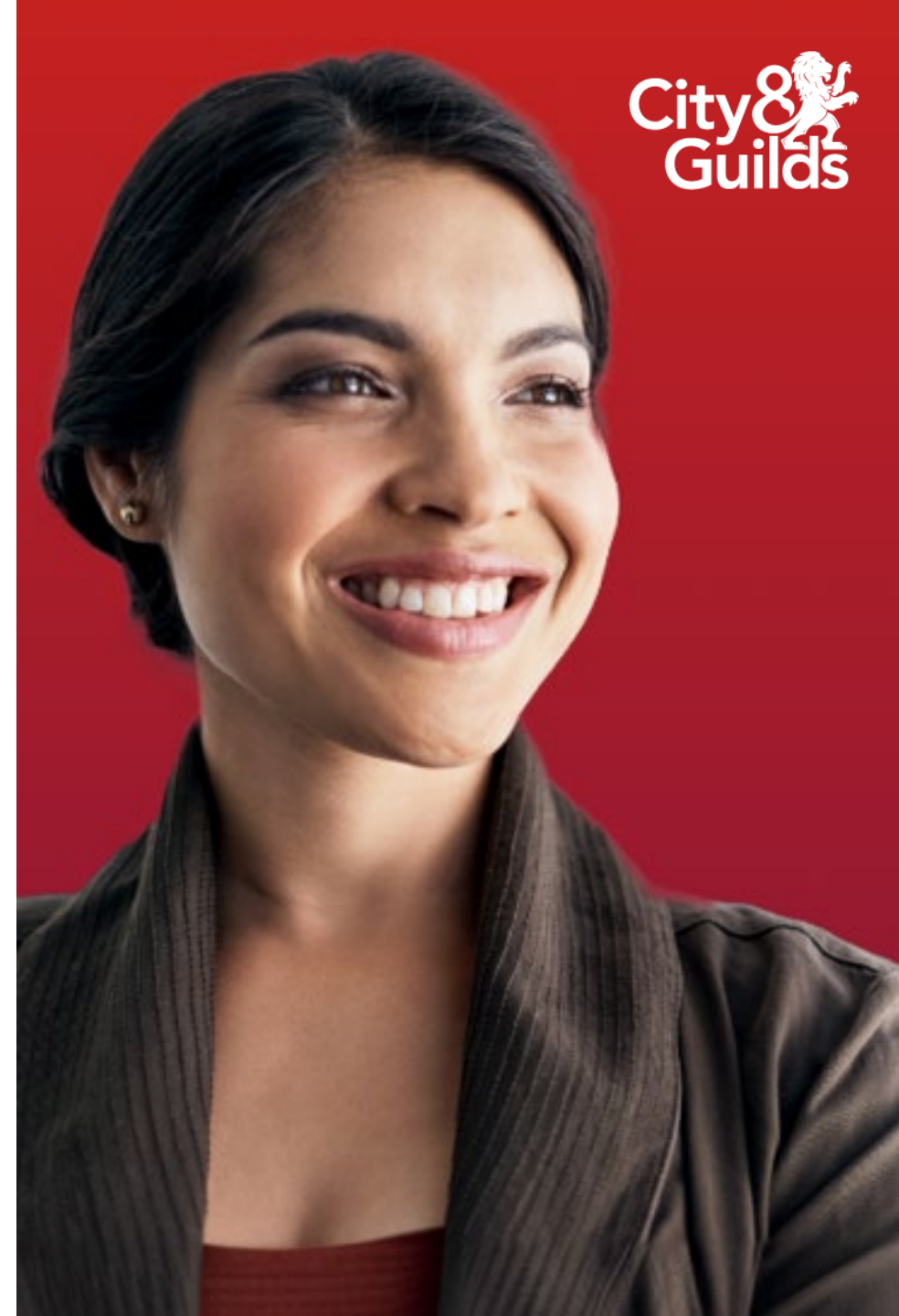
Speak to us about your skills challenges

Speak to us if you;

- Want to discuss how City & Guilds support organisations with in-house training academies?
- Want to keep up to date with policy updates/maximise your apprenticeship levy or get support with apprenticeships and end-point assessment
- Want support to develop or enhance your skills strategy or maximise your L&D to build and grow a high-performing workforce?

Our skills specialists are here to explore your opportunities for growth through skills development.

- [→ Find out more](#)
- [→ Book a Skills Conversation](#)



About City & Guilds

Since 1878 we have worked with people, organisations and economies to help them identify and develop the skills they need to thrive. We understand the life changing link between skills development, social mobility, prosperity and success. Everything we do is focused on developing and delivering high-quality training, qualifications, assessments and credentials that lead to jobs and meet the changing needs of industry.

We work with governments, organisations and industry stakeholders to help shape future skills needs across industries. We are known for setting industry-wide standards for technical, behavioural and commercial skills to improve performance and productivity. We train teams, assure learning, assess cohorts and certify with digital credentials. Our solutions help to build skilled and compliant workforces.

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