



Help your business to Go Higher

A guide to engaging with higher education providers in West Yorkshire



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Important Information

Some of the key information in this publication remains subject to change. Please check for the latest information using the websites and other resources referred to before making any decisions.

Introduction

This brochure aims to demystify Higher Education (HE) for regional employers by providing information about how you can recruit a diverse workforce, build your business, access specialist knowledge, and **contact details so you can get in touch with the right people to discuss opportunities.**

Produced by Go Higher West Yorkshire (GHWY) - a partnership of 13 higher education providers - the guide draws on our collective wealth of experience in business engagement across the region. With input from each of our members, it focuses on three core strands that can benefit your business:

New Ideas introduces some of the ways your business can benefit from the diverse HE offer in West Yorkshire. It covers **research and innovation opportunities**, which span a huge range of subject areas, as well as links to all industry sectors. This includes access to facilities and partnerships with research and teaching staff.

New Skills shows a variety of **skills training opportunities** that will interest you if your business is looking to grow through enhanced skills and greater resilience in your current workforce.

New Talent details how you can **access support for your recruitment strategies and nurture fresh talent** through engagement with our regional student and graduate population. Our graduates are a regional and business asset, bringing both specialist knowledge and soft and transferable skills such as communication, problem-solving and time management.

We know that HE can be complex, which is why we have provided a summary of education qualifications (pages 4-5), including those before higher education. Our indicative employer engagement calendar (page 18) shows when might be the best times for you to get involved.

We have included case studies in each core strand so you can **see what other employers have done and how it has benefited them.** There are plenty more examples on GHWY's and our members' websites, which also provide further information about how you can get involved in areas including apprenticeships and live graduate projects.

We hope you find this guide useful in explaining the benefits of engaging with HE, the many different ways for you to do it, and your next steps.

Understanding qualifications



Qualification levels (It is possible to move between columns e.g. someone taking BTECs or T-levels can progress to a BA, and someone taking A-levels can move to an apprenticeship.)

Level 8	HIGHER EDUCATION	Doctorate (PhD, DPhil etc)				APPRENTICESHIPS	
Level 7		Masters (MA, MSc, MEng etc)	Postgraduate qualifications (PGCE etc)		Chartered professional qualification		
Level 6		Bachelors degree (BA, BSc etc)	Top-up degree				Degree Apprenticeship
Level 5			Foundation degree (FDA, FDSc)	Higher National Diploma (HND)	Professional technical qualifications (Accounting etc)		Higher Apprenticeship
Level 4				Higher National Certificate (HNC)			
Level 3		A Levels	BTECs / Level 3 National Vocational Qualification	T Levels	Access to Higher Education qualification	Advanced Apprenticeship	

Qualifications in England, Wales and Northern Ireland are grouped into a framework of eight qualification levels, for easy comparison between different courses and qualifications, and to help understand how learners progress. The higher the level, the more advanced the qualification.

Level 4 and above are generally considered higher-level qualifications. They are taught at a university centre within a Further Education (FE) college, a university, a specialist training provider, or a conservatoire.

Bachelors degrees, which are generally studied over three years, are the most well-known higher-level qualification. There are nonetheless a range of alternatives that are becoming increasingly popular, such as Higher and Degree Apprenticeships, and Higher National Diplomas (HND). These

include hands-on industry experience that prepare learners for a particular career (e.g. business management) and can bring fresh insight to businesses.

Qualifications can be grouped into vocational and academic, although academic qualifications often include vocational elements and vice versa:

- Vocational qualifications focus more on practical application over theoretical knowledge. They can be offered in everything from digital marketing and manufacturing right through to management and Health & Safety.
- Academic programmes include more theoretical knowledge but can also offer work-based learning and industry insight through short-term opportunities, longer placements, or a year-in-industry (also known as a sandwich year).

A full list of qualifications can be found at:
www.gov.uk/what-different-qualification-levels-mean/list-of-qualification-levels

Find out more about each qualification in our glossary of Higher Education terms on pages 22-23.

New ideas



HE providers brim with expert knowledge, research expertise and state-of-the-art facilities. They support the generation of real-world solutions to real-world challenges, and employer partnership is key to this.

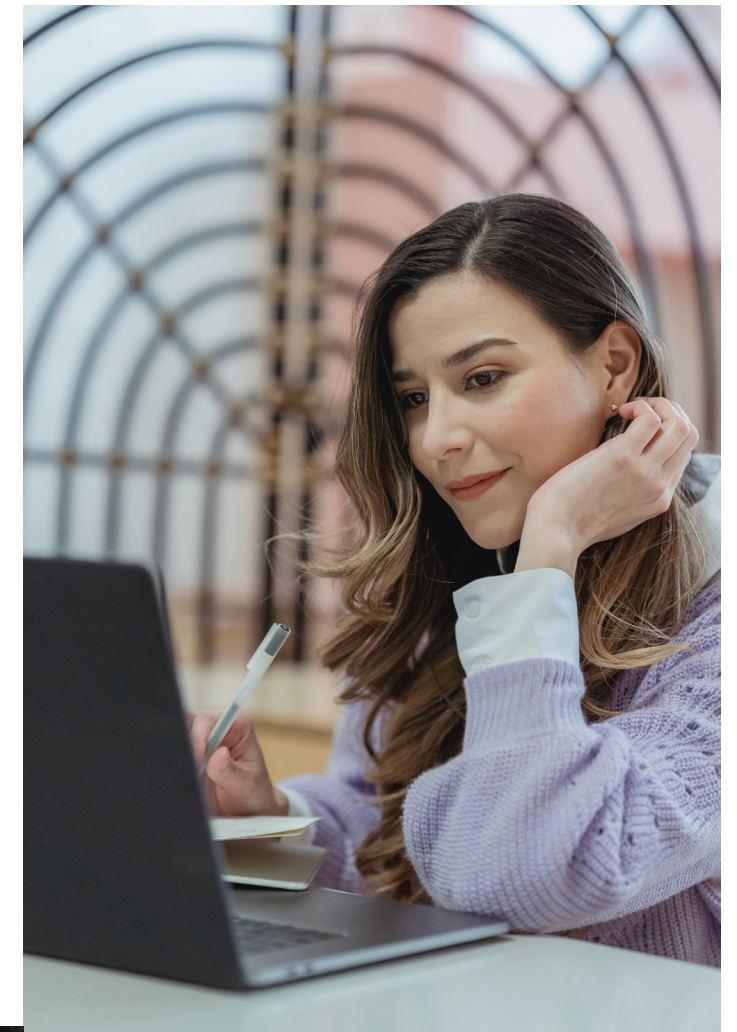
Each provider has a unique offer: our membership includes a specialist building college, research-intensive universities, college-based HE providers that specialise in professional and technical education, a music conservatoire, and the only specialist arts university in the North of England.

Innovation spans industry sectors, with specialist facilities supporting manufacturing, engineering, health science, digital technology, music production and many other areas.

Read the indicative employer engagement calendar on page 18 to discover what time of year it might be best to contact a HE provider about each project area.

Knowledge transfer partnerships (KTPs)

If your business is looking to boost its innovation, competitiveness, profitability, and/or productivity, then you might want to consider a KTP. These special projects are designed to respond to a key issue or priority that is strategically significant to your business. Funded through UK Research & Innovation, they last between one to three years. A graduate is employed to manage the project, which will bring together both academic and employer expertise.



Research, expertise and consultancy

HE providers are always looking to engage with businesses and industry partners to take forward research and consultancy across a wide range of disciplines. This helps them to understand research needs, gather information for the research process, circulate results, and apply new knowledge within the workforce. If your business gets involved, the provider may be able to facilitate your access to experts on a consultancy basis.

Live projects

Working with students is a great way to inject fresh perspectives into your business. Live projects will usually start with a brief or a competitive challenge set by an employer, and result in a valuable outcome such as a student-produced research report. Students bring learning to life and enable students to see first-hand the impact of their interventions and outputs.

Read our case study on the next page for an example of a live project.

Facilities

You can access spaces to support your business activity including meeting room and conferencing facilities. In addition, HE providers may be able to offer you access to more specialist facilities across a range of different disciplines that suit the needs of diverse industries.



Business start-up

Is your business willing to share its journey with a local HE provider? They are always keen to engage with companies that can provide tips for students on how to become a business owner, be self-employed, or manage a portfolio of entrepreneurial initiatives. They can also provide business start-up support to graduates who have studied with them.

Want to get involved with new ideas? Refer to our table on pages 18-19 to find out what opportunities are available to engage with our members.



Live project



Company: Northern Opera Group
Sector: Creative arts
Location: Leeds

Challenge:

Northern Opera Group holds the Leeds Opera Festival city-wide every August Bank Holiday. It wanted to utilise the Festival to promote local communities, venues and talent, and was keen to engage with local visual artists to create the imagery for its communications and marketing.

Solution:

With the city being home to one of the UK’s most prestigious art universities, it felt natural for Northern Opera Group to approach Leeds Arts University with a view to engaging its students. This was made straightforward as the University has a dedicated employability team, and it was easy to find and contact them through the website.

Artistic Director David Ward decided to hold a competition with University students. They were asked to produce a response to the Group’s design brief that - among other things - outlined requirements, the Festival’s theme, audience demographics, and key messaging. The winner was guaranteed a commission to create the Festival imagery and a prize of £500. Again, this process was very straightforward and all handled by the University. When the competition closed,

the Group was given a summary of entries from which to choose the winning candidate.

Result:

The competition was first run in 2017 and Northern Opera Group has held it every year since. It has been hugely beneficial to the company and its Festival, and has enabled it to:

- Engage with a broad cohort of outstanding early career artists
- Help fulfil its charitable mission to support local talent across the arts
- Bring fresh perspectives to its work, and find new ways to bring together the visual and operatic arts
- Create high quality and contemporary materials to promote its work to a wide audience

What they said:

“One of the other upsides to the competition has been establishing longer term relationships with candidates. We have already re-employed two previous candidates to create work for other productions and events, including film and exhibition projects. It has made creating connections with varied visual artists very easy for us, and opened up new creative and communications possibilities that we may otherwise not have considered. All of the candidates we’ve employed to date have been a joy to work with, and our working relationship with the University has been very positive.”

David Ward, Artistic Director

Visit our website to find out more about how other employers have worked with HE on new ideas: www.gohigherwestyorks.ac.uk/what-we-do/business-employers/new-ideas

New skills



There is a broad mix of HE training and education solutions to meet your business' needs. These include upskilling or reskilling existing employees, supporting staff retention, responding to new strategic priorities, and training new recruits.

The regional offer includes short programmes focused on discrete skills to more comprehensive programmes delivered over a longer timeframe. Programmes are delivered online, in-person or both, and learners may be a cohort of employees or

a community of learners from different businesses and backgrounds.

HE provides higher-level skills that strengthen employment prospects for a range of people at all career stages:

- employees progressing through employment;
- those changing career direction;
- young people progressing from compulsory education; and
- the unemployed.



Higher Education courses

Your business can sponsor an employee through staple HE programmes such as Higher National Certificate (HNC), Higher National Diploma (HND), foundation, undergraduate and postgraduate degrees. These generally include work-based learning as a core element to provide essential vocational insight alongside academic study. As the employee combines work and study they can immediately contribute their acquired knowledge and expertise to your business.

Apprenticeships

Hiring an apprentice is an effective way to nurture talent and develop a motivated, skilled, and qualified workforce. They can bring a fresh outlook to your company including up-to-date sector knowledge, new ideas, and the latest learning and techniques. As well as a route for new recruits, they offer a means to support the progression of existing staff, which means your business can plan for succession and staff retention.

Read our case study on page 13 for an example of recruiting apprenticeships.

Did you know that subsidies are available to support apprenticeships? Find out more at: www.the-lep.com/business-support/skills-and-training/apprenticeship-levy-support

For a list of higher and degree apprenticeship programmes available across GHWY's members visit: www.gohigherwestyorks.ac.uk/what-we-do/business-employers/degree-and-higher-level-apprenticeships



Executive Education (ExEd)

Typically delivered by universities through their business schools, these programmes offer you and your employees a range of training and business network opportunities. Often this will include elements specifically targeted at small to medium sized businesses. Popular subjects include Business Management and Digital Transformation.

Funded programmes

Your business may be able to access subsidised or free skills training programmes run by HE providers. These courses are generally commissioned by the government, regional authorities or other parties, and respond to national or regional skills initiatives.



Short courses and taster sessions

If your business has specific skills development needs, you could benefit from one of the high-quality short courses that are offered by HE providers. These include provision to build leadership and management strengths as well as courses that responds to sector or digital skill needs. Taster sessions may also be available as an introduction to a longer programme so that you can assess the workforce benefits.

For further information visit the New Skill section of our website: www.gohigherwestyorks.ac.uk/what-we-do/business-employers/new-skills

Want to get involved with new skills? Refer to our table on pages 18-19 to find out what opportunities are available to engage with our members.

Recruiting apprentices



Company: Reliance Precision Limited

Sector: Engineering

Location: Huddersfield

Challenge:

Reliance Precision Limited has been hiring apprentices for 60 years but it has sometimes found it challenging to recruit specialist engineers in the local area.

Solution:

Reliance Precision contacted Steve Gannon, Head of Engineering and Science Apprenticeships at Kirklees College. With his support, the company started to promote its apprenticeships at careers events at local schools. This approach enabled it to see which candidates would be a good fit for the role and had the right attributes from an initial discussion.

Kirklees College also helped the company to navigate the changes made to the national apprenticeship standard. Steve regularly met Robert Farrell, the company's Training School Team Leader, to clarify situations and resolve any problems.

In addition, the company worked with the College's Employer Engagement Team, which helped to deliver specialist units that could not be delivered on-site, such as an Abrasive Wheels course.

Result:

Working with Kirklees College has helped Reliance Precision to recruit apprentices that it can train and develop into a skilled workforce. It finds that apprenticeships bring new and fresh ideas to the company.

By collaborating with the College team, it has also managed to streamline its processes to reach business targets, such as moving towards a paperless system and facilitating online learning.

What they said:

"I would definitely recommend Kirklees College as a higher education training provider. We have reaped the benefits of hiring apprentices as they have learnt the specialist skills needed to produce high-quality and accurate work. The programme has allowed us to sustain our business and plan for future growth, both of which have only been possible through the apprenticeship scheme."

Robert Farrell, Training School Team Leader

Visit our website to find out more about how other employers have worked with HE on new skills: www.gohigherwestyorks.ac.uk/what-we-do/business-employers/new-skills

New talent



Whatever your requirements, there are numerous ways you can take forward your recruitment plans by working with a HE partner. They can help you to:

- Secure candidates for part-time, temporary or volunteering positions
- Identify graduates for graduate level employment
- Shape work-based learning and placement opportunities to strengthen talent pools
- Support the development of apprenticeship opportunities

- Reach the student population through careers fairs and vacancy promotions
- Support internships delivered virtually or in the workplace
- Deliver skills-based training activities to prepare students for employer recruitment process

West Yorkshire students and graduates already add real value to businesses based in the region. They could also bring benefits to you, irrespective of the size of your business.



Recruiting graduates

HE providers can offer you targeted support to help meet your skill needs with graduate candidates, without the fees of more traditional recruitment routes. You can work with providers to promote your opportunities via student and graduate networks, advertised broadly or to candidates who have completed relevant programmes of study or acquired specific skills. Careers fairs provide a further avenue to connect with potential candidates, build your profile and promote career opportunities.

Recruiting apprentices

Your business can engage with a HE provider to create new apprenticeship opportunities. This may be access to an established programme or a bespoke programme developed for a cohort of employees. Our website provides a list of the degree and higher apprenticeship programmes available from West Yorkshire HE providers. Further support and points of contact can be accessed within our apprenticeship FAQs: www.gohigherwestyorks.ac.uk/what-we-do/business-employers/degree-and-higher-level-apprenticeships

Internships

Internships are a good way to introduce a student or graduate to your business. There is a great deal of flexibility in the models available: they vary in length, can be offered as full or part-time positions, and can be delivered in-person, online or a blend of both. Provider expertise will help to create an appealing opportunity to ensure your roles attract talented and enthusiastic candidates.

Read our case study on page 17 for an example of a summer internship.

Placements and work-based learning

If you are considering the workforce of tomorrow, you can offer placements and work-based learning opportunities to strengthen your talent pool and succession planning. This helps to promote your business and sector as a career destination. HE providers offer a variety of work-based learning approaches to suit different business needs.



Part-time work and voluntary positions

Connecting with a HE provider is a great way to fill your business' part-time or seasonal vacancies. Students can often work flexibly around their studies, are fast to learn new skills, can bring new insight to their role, and can plug a specific skills gap.

Contributing employer insight

Your business can build relationships with new talent by contributing insights to student workshops, live projects, guest speaker and mentoring opportunities. Through these engagements, you can help students to develop knowledge of career management, professions, business models and broader industry contexts. In return, you help to engage and build your business profile with potential future recruits.

Inclusive recruitment practices

The West Yorkshire student and graduate population is diverse, representing a rich variety of cultures, backgrounds and experiences. Adopting inclusive recruitment practices enables employers to harness the workplace culture and business benefits yielded from embracing a positive approach to equality, diversity and inclusion. This includes opening up new markets, and helping ensure that marketing activity appeals to a wide range of people. Our website provides links to some resources to support this.

For further information visit the New Talent section of our website: www.gohigherwestyorks.ac.uk/what-we-do/business-employers/new-talent

Want to get involved with new talent? Refer to our table on pages 18-19 to find out what opportunities are available to engage with our members.

Summer internships



Company: Morrisons Plc

Sector: Retail

Location: Bradford

Challenge:

After years of running successful graduate schemes across its People, Corporate and Finance teams, Morrisons Early Careers Team identified a different rate of success in applicants from ethnically diverse backgrounds. It recognised that having a workforce that was representative of society would give it access to a wider range of talent, and that in order to attract a diverse range of graduates it needed to break down barriers. It would also be necessary to support the talent pool to increase success at graduate scheme assessment centres.

Solution:

Led by Morrisons' Early Careers Manager, Emma Cooksley, Morrisons worked with the University of Leeds' Work Placement Team to offer several project-based summer internships exclusively to Black, Asian and Minoritised Ethnic students. The aim was to help these students gain valuable experience of the recruitment process and increase their employability skills, as well as get first-hand experience of Morrisons as a business.

The University advertised and promoted the opportunities to specific groups over a six-week period. This gave applicants time to access support appointments and attend a Q&A session with one of the company's new graduates, which ensured they fully understood the opportunity and application process. Practice sessions were

also run ahead of assessment centres so that students could meet assessors in an informal environment to increase their confidence and help them prepare.

Result:

15 students from ethnically diverse backgrounds attended assessment centres. They received first-hand experience of activities, preparation and structure of graduate recruitment in a corporate setting. They also made valuable connections.

The students who were selected for the scheme gained great experience within Morrisons through working with its Early Careers team. They were assigned a Graduate Buddy to act as a point of contact for their internship and to expose them to life in the business as a graduate. They were also mentored by senior level members of staff, and over the course of their projects presented and met high ranking executives within the organisation. Furthermore, they added real value to projects across the People, Corporate and Finance teams.

Six students from the University of Leeds completed the summer internships, some of whom are now at assessment centre stage for the Morrisons Graduate Scheme. The programme is being run again this year, and is being replicated in different regions across the country.

What they said:

"We wanted to create a summer internship that was tailor made and designed to unlock young student potential and really build their knowledge and confidence in the commercial world. It gives the opportunity to work, earn and learn what the world of Morrisons can offer."

Emma Cooksley, Early Careers Manager

Visit our website to find out more about how other employers have worked with HE on new talent: www.gohigherwestyorks.ac.uk/what-we-do/business-employers/new-talent

Indicative employer engagement calendar

	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Academic calendar												
Semesters	Semester one					Semester two						
Assessments					Winter					Summer		
Vacation				Christmas				Easter			Summer	
Terms		Autumn term			Spring term				Summer term			
Employer engagement												
Student placements	Short placements (peak periods Sep-Jan and Apr-Jun, roles advertised continuously)											
	Sandwich years / year-in-industry placements (roles advertised continuously)											
										Summer placements (roles advertised Dec-Apr)		
Employer insight and engagement	Careers fairs (continuous employer recruitment, delivered term time, peak activity Oct-May)											
	Live projects (peak period for employer recruitment Jul-Feb, peak period for delivery Oct-May)											
	Mentoring (continuous employer recruitment, delivered term time)											
	Guest speakers, employer networks, employability events											
Recruiting new talent	Advertising graduate programmes / employment opportunities (peak period for advertising opportunities to graduates May-Jun)											
	Apprenticeship recruitment for Jan-Feb starts					Apprenticeship recruitment for Sep starts						
	Advertising placements, part-time and summer work opportunities to students - all year											
Business support	Continuous professional development / short courses / training courses for employers											
	Access to experts, facilities, business start-up support, consultancy, research projects											



Further information and resources



GHWY's employer website expands on the three activity strands detailed in this brochure: new ideas, new skills, and new talent. It brings together resources and practical information about how to recruit an apprentice, collaborate with a HE provider to offer work-based learning, access state of the art facilities across a broad range of specialisms, and much more. It also has a comprehensive list of the current apprenticeship offer from our partner Higher Education institutions.

For further information visit: www.gohigherwestyorks.ac.uk/what-we-do/business-employers

Our website also has an extensive **resource bank of case studies** that are written from an employer perspective. Topics covered include employers benefitting from CPD, professional education and short programmes; employment and work-based learning opportunities for disabled apprentices;

and engagement in employer talk, guest lecturers and/or mentoring. These are drawn from SMEs as well as national organisations and government departments.

For further information visit: www.gohigherwestyorks.ac.uk/casestudytype/employers

The **inclusive employers toolkit** equips organisations with the tools to effectively understand where they are on their inclusion journey, what their ambitions are, and how they can delivery inclusion projects within their own businesses. Produced by Grant Thornton and Bradford for Everyone, with support from the University of Bradford, it offers helpful guidance and resources to assist with inclusion ambitions.

For further information visit: www.bradfordforeveryone.co.uk/wp-content/uploads/2021/12/Bradford-Inclusive-Employers-Toolkit.pdf

The **Social Mobility Commission** offers practical information about how social mobility can help businesses. It hosts a series of virtual master-classes, case studies, and news stories. It also has a free downloadable employer toolkit that is designed to help organisations progress from making an initial commitment, such as taking the Social Mobility Pledge, to becoming an industry leader like those ranked in the Social Mobility Employer Index and those celebrated at events like the Social Mobility Awards.

For further information visit: www.socialmobilityworks.org

Skills for Growth connects small and medium-sized business owners to local schools, colleges and universities. In doing so it works with businesses to build talent pipelines, increase productivity and close skills gaps. Its aim is to help businesses grow, and young talent thrive in West Yorkshire, Craven, Harrogate, Selby and York. Eligible businesses can access support for free. This might be in the form of student placements, hiring an apprentice, or workplace tours.

For further information visit: www.the-lep.com/business-support/skills-and-training/skills-for-growth



Glossary of HE terms



Apprenticeship is a paid job where the employee learns and gains valuable experience through on-the-job training, supplemented with 20% of their time completing classroom or distance learning with a college, university or training provider. It leads to a nationally recognised qualification.

Conservatoire (or Conservatory) is an institution that specialises in the performing arts. The programmes they offer focus on practical learning and performance.

Continuing Professional Development (CPD) is a combination of ideas, approaches and techniques that will help individuals manage their own learning and growth.

Equality, Diversity and Inclusion (EDI) ensures fair treatment and opportunity for all. It aims to remove prejudice and discrimination based on an individual or group of individuals' protected characteristics (e.g. race, sexual orientation).

Foundation degree is a combined academic and vocational qualification that is the equivalent of two-thirds of a Bachelor degree or a Higher National Diploma (HND).

Further Education (FE) refers to any education after secondary school that is not an undergraduate or postgraduate degree (e.g. A-levels).

Graduate is a person who has successfully completed a course of study or training, especially a person who has been awarded an undergraduate or first academic degree.

Go Higher West Yorkshire (GHWY) is a partnership of 13 Higher Education Providers that works to achieve common goals on access to, success in and progression from HE for those from under-represented groups.

Higher Education (HE) takes place at universities and some Further Education colleges and normally includes undergraduate and postgraduate study.

Higher Education Provider (HEP) is any institution that provides higher education qualifications, including universities and other approved organisations, such as Further Education colleges.

Higher National Certificate (HNC) is a vocational, work-related Higher Education qualification that prepares students for a particular job and/or career. It is equivalent to the first year of a degree.

Higher National Diploma (HND) is a vocational, work-related Higher Education qualification that prepares students for a particular job and/or career. It is equivalent to the first two years of a degree.

Higher Technical Qualification (HTQ) is a technical qualification developed with employers so that individuals get training and skills to succeed in work. They are more practical, employer-focused programmes of study, and offer an alternative to apprenticeships or degrees. Some HNCs, HNDs and Foundation degrees have been approved as HTQs.

Internship is a time limited period of work experience that is offered by an employer to give students and graduates exposure to the workplace.

Postgraduate degree is a type of qualification that is completed after an undergraduate degree (e.g. Masters).

Sandwich year is a year spent working in a role aligned to the programme of study.

Specialist training providers offer 60% or more of their courses in one or two subjects.

Undergraduate (or Bachelor) degrees are an academic step up from A-levels (or their equivalent). They are typically completed at a university or other higher education institution.

Under-represented groups are less represented in one subset than in the general population e.g. employees in a particular sector, such as IT.

UK Research & Innovation is the national funding agency investing in science and research in the UK.

University Centres offer Higher Education courses in a Further Education setting.

HE Provider contact details

GHWY brings together senior and strategic representatives in apprenticeships, work-based learning, skills, careers, employability and enterprise from each of our 13 HE provider members through our Go Higher Skills Group.

The Group works with employers, champions best practice and collaborates to support and empower people from under-represented groups to gain higher level skills, progress into or within employment, develop their understanding of alternative HE options, and increase progression into graduate-level destinations.

Our website contains detailed information about each member and what support they can provide to your employers and business. Alternatively, you can contact them directly for more information.

Bradford College

Bradford College is at the heart of Bradford. Our mission: To provide high-quality

employer engagement and training to support future skills needs.

Bradford College has been delivering apprenticeships, commercial training, work placements and bespoke employer driven programmes for more than 30 years.

We work with more than 700 employers to develop and deliver successful vocation-focused degree and apprenticeship programmes.

We offer state of the art training facilities for Construction, Dental, Engineering, Health, Motor Vehicle and the Service Industries. In 2019 and 2021 we achieved Association of College Beacon Standard and Commended Status for Engagement with Employers.



www.bradfordcollege.ac.uk/apprenticeships/information-for-employers



UNIVERSITY of
BRADFORD

The University of Bradford has four Faculties covering Management, Law, Social Sciences, Life

Sciences, Engineering, Informatics and Health Studies. It has an international reputation for world-leading research, and its business school holds the coveted triple crown accreditation.

The University is particularly recognised for its inclusive approach to learning and social mobility in a culturally diverse environment. We have a commitment to provide every student with the opportunity to experience work-based and placement learning. As a civic University at the heart of the city of Bradford, we are an outward facing institution committed to the creation, dissemination, and application of knowledge for the benefit of a global society.



www.bradford.ac.uk/careers/business



University Centre Calderdale College is based in Halifax, West Yorkshire, teaching students from a wide

variety of backgrounds, ages and experience on undergraduate and degree programmes.

Renowned for our caring approach to teaching and a high level of individualised support, we enable students to gain qualifications that they might not themselves have expected they could achieve. Often the first in their family to gain a degree, graduates go on to employment or further study to fulfil their career aspirations.

Along with degrees, we provide teacher education, Access to HE diplomas, professional courses, and higher and degree apprenticeships. Our RISE team will work with you to audit your workforce skills profile and put together a training package that suits your needs.



www.calderdale.ac.uk/employers

University of
HUDDERSFIELD
Inspiring global professionals

The University of Huddersfield - located in Huddersfield, West Yorkshire - has been a university since 1992. We are recognised for

the proportion of professionally qualified teaching staff, with 94% of our academic staff holding an appropriate teaching qualification.

We are second in the country for National Teaching Fellowships. Think of them like the teaching Oscars: they rate the UK's best lecturers. It is part of our drive for teaching excellence, which helps your organisation achieve great things too. We place a great deal of importance on industry experience and therefore 100% of our undergraduate students can undertake professional work experience during their studies.



www.hud.ac.uk/business/recruiting



Kirklees College is a large, successful, further education college committed to serving the people of Kirklees

and the surrounding area.

We have two main sites located in Huddersfield and Dewsbury alongside specialised vocational centres in Engineering, Process Manufacturing, Construction, Animal Care and Higher Education. Offering academic and vocational courses, students benefit from a varied curriculum, state-of-the-art facilities and exceptional resources.

We work with over 1000 employers both in the region and nationally, providing them with outstanding resources, access to our training programmes, the opportunity to upskill their workforce, employ apprentices and support live student projects.



www.kirkleescollege.ac.uk/employers



Leeds Conservatoire is a specialist conservatoire in the UK, delivering expert music and performing arts education to a

community of over 1200 students.

Situated in the heart of Leeds' cultural quarter, we are artistically ambitious, quality-driven and industry-focused, placing strong emphasis on developing career-ready musicians, performers, producers and entrepreneurs.

With state-of-the-art facilities, expert staff, and professional opportunities for students, we champion relevant and innovative training that equips individuals with the knowledge and skills to meet the demands of a perpetually evolving industry.

We have strong partnerships that offer students opportunities to work with professionals in industry settings, network with peers or perform at high profile events.



www.leedsconservatoire.ac.uk



opportunities.

Our specialist teams can support your business through our training and development, facilities and research.

Our higher and degree apprenticeships offer training shaped around your business needs. Whether you want to attract new recruits or upskill current employees, you can minimise skills shortages and increase productivity.

You can access the latest academic expertise through our management training, professional development and executive education. We can also work with to help you access student and graduate talent. You may want to recruit, develop internships, raise brand awareness or even develop your own staff through mentoring our students.

There are opportunities to access our facilities, collaborate on research to enhance your commercial success or join our innovation community Nexus.

 www.leeds.ac.uk/working-with-business



creative space that allows them to grow as an artist, designer, musician or filmmaker.

We encourage and value great partnerships with employers, creative practitioners and industry, locally and nationally.

Provide us with insight into industry so we can continue to structure our curricula and support accordingly.

Our staff and /or students will bring fresh

The University of Leeds works with organisations from all sectors to understand their challenges, needs and

perspective and solutions to your business, whether through recruitment, projects, insights or partnerships.

Supports your own personal and professional development take advantage of excellent networking opportunities

Get in touch to discuss how we can tailor a partnership to meet your needs.

 www.leeds-art.ac.uk/business-industry

Email: employability@leeds-art.ac.uk



Leeds Beckett University is a modern, professional Leeds-based university with a dedicated, diverse community.

We work closely with employers and partners to help our graduates become ready for work, ready for life and ready to seize all the opportunities that lie ahead. This is strengthened by our commitment to student success, innovation and enterprise, global reach and strong local impact.

We believe in working hard and having a bold, industrious spirit. And, as a university and major employer, we nurture the abilities that help to shape a lifetime for both students and colleagues alike.

 www.leedsbeckett.ac.uk/business-services



Leeds College of Building is a well-established, successful Further Education College specialising in Construction and the

Built Environment. The College operates on two sites in Leeds that together offer state of the art facilities for our students.

Over the past 15 years, we have steadily grown HE provision to provide career progression and development for, primarily, part-time students, including apprentices, working in the construction industry.

We have excellent links with employers locally and

nationally and outstanding timely achievements in higher-level apprenticeship programmes. Backed by employer demand, we are now offering civil engineering degree apprenticeship programmes. We are also developing plans for additional pathways, including quantity surveying, site management, building services engineering and civil engineering design.

 www.lcb.ac.uk/employers



University Centre Leeds (UCLeeds) offers a range of courses to suit every career path at Leeds City

College, Harrogate College and Keighley College. These include foundation degrees, top-up degrees and bachelor's degrees, HNC/HNDs, Higher Technical Qualifications, access courses, higher level and degree apprenticeships, and professional qualifications.

We are proud of our strong portfolio of industry connections, providing students with valuable work-related learning experiences, employment opportunities and industry insight. We have proven success in widening participation and increasing access to higher education, supporting access to employment for those from under-represented groups, and in developing higher-level skills in the region to address skills shortages and retain talent in West Yorkshire.

 www.ucl Leeds.ac.uk/about-university-centre/for-employers




As one of the UK's top universities for employability, Leeds Trinity University understands the

value of working in close partnership with employers.

We have a unique approach to embedding placements in our degrees, have developed

a high-quality portfolio of apprenticeships, CPD, consultancy, innovation and other products all designed to support business and individual growth. The Centre for Apprenticeships, Work-based Learning and Skills provides unrivalled support to employers from all sectors and sizes.

We are proud to have achieved the Teaching Excellence Framework silver award, which underpins all the training that we deliver to employees and individuals, guaranteeing unrivalled quality of work-based learning.

 www.leadstrinity.ac.uk/business-and-employers



Wakefield College offers courses at all levels aimed at employers and individuals including apprenticeships, qualifications, short-courses and bespoke training.

We have access to funding which means many courses are either free or significantly discounted.

We offer a skills planning service for employers to identify the skills required for growth and the most appropriate training options. New courses can be developed to meet the specific needs of a sector or employer.

Recruitment services include access to work placements, current and past students, sourcing of apprentices and courses aimed at job seekers.

 www.wakefield.ac.uk/study-with-us/employers

Email: businessdevelopment@wakefield.ac.uk



Web www.gohigherwestyorks.ac.uk Email hello@gohigherwestyorks.ac.uk

Bradford College



University of
HUDDERSFIELD
Inspiring global professionals

