

Employer Partnership Support



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OF THE
FUTURE

Glossary of terms

Accessible Apprenticeship

An inclusive approach to apprenticeships removing barriers, providing tailored support enabling everyone to succeed confidently.

Apprenticeship

A paid job combining practical workplace training with structured learning, enabling individuals to progress careers.

Guest Lecture

A session delivered by an industry professional sharing specialist knowledge and inspiring learners through experience.

Industry Placement

A structured work experience opportunity where learners develop practical skills, applying learning in professional environments.

Internship

A temporary work opportunity providing practical experience, professional skills, and valuable insight into a chosen career.

Supported Internship

A structured programme helping young people with additional needs gain workplace skills through tailored support.

Work Placement

A structured workplace opportunity where learners gain practical skills through supervised learning and employer experience.

Introduction from the Principal

As Principal of Chelmsford College, I recognise the vital role that employers play in shaping the future workforce and strengthening our local economy. Through meaningful partnerships with businesses of all sizes, we are committed to creating opportunities that benefit both employers and learners. By working together, we can develop the skills, talent, and confidence needed to meet current and future workforce demands.



In collaboration with employers, local authorities, and industry partners across Essex, we provide flexible and responsive support tailored to business needs. Whether through apprenticeships, workforce development, recruitment support, industry placements, or bespoke training programmes, our aim is to help businesses access skilled talent while supporting individuals to achieve their full potential and succeed in the workplace.

A stylized, handwritten signature in white ink, consisting of a large, flowing 'D' followed by a horizontal line.

David Warnes
Principal & CEO,
Chelmsford College

Our Vision

Is to unlock potential and transform lives through inspirational education and training.

Our Mission

Is a College that is at the heart of the community, with the power and ambition to transform lives through inspirational education and training, making a significant contribution to the social and economic success in the region and beyond.

Why partner with Chelmsford College?

Partnering with Chelmsford College gives businesses access to emerging talent, specialist training expertise, and workforce development solutions. Through apprenticeships, industry placements, recruitment support, and staff training, we help employers develop the skills they need. By working with us, businesses can strengthen their talent pipeline, influence future workforce skills, and support the growth of the local economy through a collaborative and responsive partnership.



Partnership opportunities

We've highlighted three partnership opportunities that have worked for partners, present and past.

However, we would welcome discussing bespoke opportunities tailored to your individual business.

Please contact our Stakeholder Engagement Team for more information by email at employers@chelmsford.ac.uk.

ONE

- Engage with the College by offering opportunities which enrich the learners' experience and studies by:
- Recruiting an apprentice
- Offering 30 hours work experience
- Offering 45 days industry placement
- A guest lecture to our learners during their studies
- A presentation or exhibit at our learner events throughout the College year

TWO

- Donation of equipment allows you to display and promote your sustainable technologies to enhance the learner experience
- Engage with the College by offering opportunities which enhance the learner experience by:
- Recruiting an apprentice
- Offering 30 hours work experience
- Offering 45 days industry placements
- Two guest lectures to our learners during their studies
- A presentation or exhibit at our learner events throughout the College year

THREE

As opportunity TWO, plus:

- A strategic and proactive two-way partnership
- Proactive engagement in curriculum development
- A platform to showcase your approaches to innovative, low carbon and sustainable construction
- Tap into our young progressing talent early, as an opportunity to develop and recruit your future workforce
- Several guest lectures to our learners during their studies
- Regularly present or exhibit at our learner events throughout the College year

Examples of partnership engagements, if they are in or out of College and the time involved:

'Pass It On' - Industry talks with learners	IN	2-3 hours
Supporting delivery of a class	IN	1 hour – 1 full day
Sponsor of classroom or workshop	OUT	No time - financial contribution materials or funds
Back to the floor day (supporting staff)	OUT	1 day (CC staff attending your workplace)
Learner Industry visits	OUT	Half day
Industry boards	IN	2 hours (x3 per year)
Co Writing Assessment Briefs	OUT	2 hours (x2 meetings online)
Support Skills Development in Schemes of learning	OUT	2 hours (x2 meetings online)
Work Placements (learners)	OUT	30 hours (per learner) over 1 week
Industry Placements (learners)	OUT	Approximately 315 hours (per learner) over 2 years
Attending open events	IN	4 hours (evening)
Supporting Skills Competitions (Judge)	IN	1 Day

PASS IT ON!

Scan the
QR code for
further details.



"Pass It On" is Chelmsford College's employer-engagement initiative connecting learners with industry professionals sharing career insights. Employers speak about their sector, journey, and future of work.

The aim is to help learners:

- Understand different career pathways and industries.
- Learn about workplace expectations and employability skills.
- Gain insight into current industry trends and opportunities.
- Build connections with professionals and potential employers.

How professionals can participate:

- One-off guest lectures or talks.
- Demonstrations and practical showcases.
- Industry Q&A sessions.
- Ongoing involvement that may lead to further collaboration with the college.

The sessions are primarily aimed at learners studying T Levels (Level 3 technical qualifications for 16–18 year olds), which are developed with employer input and include substantial industry placements.

Chelmsford College's Pass it On programme particularly seeks speakers from areas such as:

- Construction (Design, Surveying and Planning)
- Childcare (Early Years)
- Digital
- Health and Social Care
- Engineering and Manufacturing

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Employer Partner Award 2026:

Keith and Richard from Site Ready Solutions receiving our Employer Partner Award for making a real difference through skills, training and employment opportunities.

Key industry insights for learners

If you're an employer or industry professional interested in supporting the programme, Chelmsford College asks participants to book a session through the relevant course area.

A Stakeholder Engagement Advisor then coordinates the visit and supports delivery. Some sessions can also be delivered online via Microsoft Teams.

Please contact our Stakeholder Engagement Team for more information by email at employers@chelmsford.ac.uk.



Chelmsford College collaborates with the **Skills Builder Partnership** to guarantee that all learners have the chance to develop essential skills that will aid them in their education and beyond.

Communication



Receiving,
retaining
and processing
information



Transmitting
information
or ideas

Creative Problem Solving



Finding
solutions
to challenges



Using
imagination
and generating
new ideas

Self-Management



Overcoming
challenges
and setbacks to
achieve goals



Setting goals
and designing
routes to
achieve them

Collaboration



Supporting,
encouraging
and motivating
others to
achieve a
shared goal



Working
cooperatively
with others to
achieve a
shared goal



We use the Skills Builder universal framework and have achieved their 'Bronze' award for its implementation across the College in 2023-24.



**Learn more
about Life Skills at
Chelmsford College**

Industry Advisory Boards

Chelmsford College's Industry Advisory Boards bring together employers and key stakeholders to help shape the future of college provision.

By joining, members can influence curriculum development, ensure training aligns with current industry skills needs, and provide valuable insight into workforce trends. It also offers opportunities to network with sector peers, enhance social value commitments, support local talent development, and ensure their voice is heard in shaping the next generation of skilled professionals.

Members are asked to commit to attending three college meetings each year, each lasting approximately two hours, to contribute to discussions and help shape future training and skills provision.

**Engineering/
Construction Industry
Advisory Board**
(Trade and Technical)

**Cyber/IT/Business
Industry Advisory
Board**

**Building
Services Industry
Advisory Board**
(Plumbing/Electrical)

NEW

**Services
Industries Industry
Advisory Board**
(Hair/Beauty/Hospitality/
Public Services)

NEW

**Creative Media/
Visitor Economy
Industry
Advisory Board**

NEW

**Health/Care
Industry Advisory
Board**
(including Sport)

NEW

**Education
Industry Advisory
Board**

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Key Benefits of Partnering With Chelmsford College

1. Demonstrable Social Value Contributions

Demonstrate measurable social value through Chelmsford College by supporting careers talks, mentoring, workshops, mock interviews, curriculum input, work placements, apprenticeships, employer projects and recruiting local young people.

2. Contributing Social Value Hours

Many social value frameworks ask organisations to report employee volunteering hours. For a company with several staff participating, these hours accumulate quickly and can be included within annual Environmental, Social, and Governance (ESG) and Corporate Social Responsibility (CSR) reporting.

3. Financial Value of Contributions

Employee volunteering, employability support and helping young people into work generate measurable financial social value, enabling organisations to report recognised contributions and strengthen bids for public sector contracts.

4. Supporting Procurement and Tender Success

Partnership with Chelmsford College provides measurable social value evidence, demonstrating community investment, skills development, youth engagement and employment outcomes, strengthening public sector tender submissions and procurement success.

5. Supporting Young People at Risk of Becoming Not in Education, Employment or Training (NEET)

Employer engagement helps reduce NEET by raising aspirations, improving employability, providing workplace experience, apprenticeships and employment opportunities, supporting local priorities for skills, education, community investment and economic growth.

6. Building a Future Talent Pipeline

Working with Chelmsford College gives employers early access to skilled local talent, reducing recruitment costs, improving workforce planning, strengthening retention and helping address long-term skills shortages.

7. Environmental, Social, and Governance and Corporate Responsibility Benefits

Partnership with Chelmsford College strengthens ESG and CSR commitments by supporting education, skills development, social mobility, youth employment, community investment, economic inclusion and workforce development.

By partnering with Chelmsford College, businesses can generate **measurable social value, support local young people, contribute towards ESG and CSR objectives, strengthen public sector procurement bids, and build a sustainable future workforce** - all while making a meaningful impact in the local community.

For many employers, a single **'Pass It On'** session is not just a careers talk - it is a tangible, reportable social value activity that supports both business objectives and community outcomes.



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