

WORKFORCE DEVELOPMENT SOLUTIONS





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At Middlesbrough College, our mission is simple – to provide Tees Valley businesses with the skills solutions they need to succeed. ”

We work closely with employers to design and deliver practical, results-driven training programmes that support business growth and help individuals reach their full potential.

What truly sets us apart is our ability to listen and respond. Every business is unique, and we're proud to offer flexible, collaborative training solutions that reflect that.

Our dedicated employer services team takes the time to understand each organisation's goals and challenges, building tailored programmes that deliver measurable, long-term value. Whether it's apprenticeships, industry placements, technical training or our bespoke provision, our team is here to make workforce development easy, effective and impactful.

Gary Potts

*Deputy Principal
Skills and Partnerships*

Inclusion at the heart of workforce development solutions

Inclusive workplaces are stronger workplaces. Our workforce development solutions are built around our inclusion strategy, ensuring everyone has the opportunity to learn, progress and contribute, while helping employers access a more diverse, skilled and future-ready talent pipeline.

Middlesbrough College is committed to creating an inclusive, safe and ambitious learning environment where every student can thrive, regardless of their background or circumstances. Inclusion underpins everything we do, shaping how we support learners, design our curriculum and prepare people for the workplace.

We work with students from a wide range of backgrounds, including those facing disadvantage or personal barriers, ensuring they are fully supported to develop the skills, behaviours and confidence employers value. With a strong safeguarding and wellbeing network, our learners enter the workplace resilient, prepared and ready to succeed.

As an anchor institution in Tees Valley, we're dedicated to strengthening the region's workforce, improving social mobility and ensuring employers have access to a diverse, skilled and work-ready talent pipeline. By partnering with businesses, we create training that develops the competencies and capabilities your organisation needs, now and in the future.



You can view our
**Inclusion Strategy
Document here**



Inclusion Strategy 2025-2028

To develop skills, knowledge and behaviours that help individuals to thrive and enhance the region's economic and social prosperity.

**M C MIDDLESBROUGH
COLLEGE**

**M C APPRENTICESHIPS
& TRAINING**

TTE

Introduction to **APPRENTICESHIPS**

Apprenticeships are an established and effective way to recruit and train people on the job. By building apprenticeship programmes into your organisation, you are not only helping individuals develop a career, but you are also making a strong business decision which will create benefits for your growing team.

Our mission: Transforming lives through high quality training that is closely aligned to the needs of the region.

Our vision: To harness and develop the talent of the North through expert apprenticeship and training solutions. Take the next step and see how we can help support your business through apprenticeships and training.

If you're ready to take the next step in recruiting an apprentice, we're here to help!



Dental Nursing (Level 3)



Business Administration (Level 3)

Your free **RECRUITMENT SERVICE**

1

Initial meeting to qualify your vacancy

Our Skills Development Managers work with you to determine the right fit for your business needs. From the right level to the appropriate qualification, and the units apprentices will study. They will also explain the apprenticeship fees applicable and the funding that may be available to your business. We will ensure it fits your business needs, and you understand the delivery options including potential class start dates.

* 1-2 business days from enquiry

2

Advertise

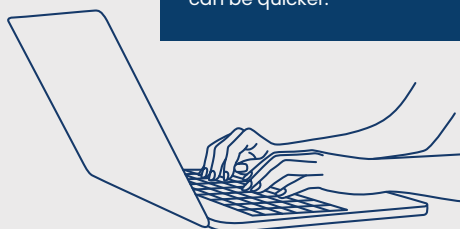
Once qualified, we will advertise your vacancy through our **free** recruitment service and the National Apprenticeship Service website.

This will include promotion on various websites, job boards and social media platforms if appropriate.

Note: If you are upskilling an existing member of your team, then go directly to step 4.

* We generally advertise roles for up to 4 weeks, but this can be quicker.

4



Understanding **APPRENTICESHIPS**

For more information on
Apprenticeship funding
for employers scan here.



Apprenticeships combine paid work with training, giving learners real experience and a recognised qualification. They can be tailored to your business and help build a skilled, motivated workforce.

Anyone aged 16+, new starters or existing staff wanting to develop their skills.

Training is mainly delivered in the workplace, supported by 20% off-the-job learning at college and a dedicated training adviser.

How do apprenticeships benefit your business?

- Increase productivity and efficiency
- Develop a motivated, skilled and qualified workforce
- Give your business the competitive edge
- Reduce training and recruitment costs
- Freshen up your workforce
- Increase motivation and staff retention
- Improve overall profitability

Apprenticeship Levels

Foundation Apprenticeships

Level 2 (GCSE)

Level 3 (A Level)

Level 4–5 (Higher)

Level 6–7 (Degree)



3

Selection and shortlist

We will identify and put forward suitable candidates for your role and work with you to plan the interviews. We can support with interviews and facilitate them on site if required. We will invite the shortlisted candidates for you to interview, and feedback to them once you've made your decision. We can support and discuss additional requirements for your recruitment process.

* This part of the process can take up to 2 weeks, however we can complete this quicker when possible.

4

Recruit

Congratulations, you've hired an apprentice! We will support you with enrolling them with MC Apprenticeships & Training/TTE. Our delivery team will make contact to discuss training plans and the delivery schedule.

* If this is related to a scheduled class-based apprenticeship, full details of the start date and enrolment instructions will be provided at this stage.

5

Ongoing support

During their apprenticeship, we will support the learner with their study requirements. Your account manager will be available throughout the term of the apprenticeship with ongoing support through regular catch-up meetings to ensure everything is running smoothly.

* All timings are subject to change, and we aim to complete this process within the time frames provided, if not quicker. If you have your own candidate then the timescales may be reduced.

OUR APPRENTICESHIPS OFFER

Beauty

- Level 2 Beauty Therapist
- Level 3 Advanced Beauty Therapist

Business and Accounting

- Level 2 Administration Assistant
- Level 2 Accounts/Finance Assistant (AAT2)
- Level 3 Accounts Assistant (AAT3)
- Level 3 Business Administrator
- Level 4 Professional Accounting (AAT4)

Catering and Hospitality

- Level 2 Catering and Hospitality Foundation Apprenticeship
- Level 2 Commis Chef
- Level 2 Production Chef
- Level 2 Food and Beverage Team Member
- Level 2 Hospitality Accommodation Team Member
- Level 3 Hospitality Supervisor
- Level 3 Senior Production Chef

Childcare, Healthcare and Education

- Level 2 Health & Social Care Foundation Apprenticeship
- Level 3 Dental Nursing
- Level 3 Early Years Educator
- Level 3 Senior Healthcare Support Worker
- Level 4 Children, Young People and Families Practitioner

Construction

- Level 2 Building Service Engineering Foundation Apprenticeship
- Level 2 Onsite Trades Foundation Apprenticeship
- Level 2 Bricklayer
- Level 2 Carpentry and Joinery
- Level 2 Wood Product Manufacturing Operative
- Level 3 Construction Support Technician
- Level 3 Civil Engineering Technician
- Level 3 Installation & Maintenance Technician
- Level 3 Plumbing & Domestic Heating Technician
- Level 4 Construction Site Engineering Technician
- Level 4 Construction Quantity Surveying Technician
- Level 4 Construction Site Supervisor
- Level 4 Construction Design and Build Technician

Please note, our apprenticeship offering may change, if you have a query or question regarding our offering, please contact our apprenticeships team on 03453 40 40 40

Engineering & Manufacturing

- Level 2 Engineering & Manufacturing Foundation Apprenticeship
- Level 2 Lean Manufacturing Operative - (Inspection Quality, Production Assembly, Production Processing, Logistics Material/Handling)
- Level 2 Engineering Operative - (Maintenance, Mechanical Manufacturing Engineering, Electrical and Electronic Engineering, Fabrication, Processing or Finishing, Technical Support)
- Level 2 Welder (Arc Processes)
- Level 2 Science Manufacturing Process Operative
- Level 3 Engineering Design Technician - (Mechanical, Electrical, Engineering, Structural, Control and Instrumentation)
- Level 3 Machining Technician
- Level 3 Metal Fabricator
- Level 3 Engineering Fitter
- Level 3 Pipe Welder
- Level 3 Plate Welder
- Level 3 Laboratory Technician
- Level 3 Mechatronics Maintenance Technician
- Level 3 Engineering Maintenance Technician - Single Discipline
- Level 3 Engineering Maintenance Technician - Dual Discipline
- Level 3 Process Industry Manufacturing Technician
- Level 4 Lead Maintenance Technician
- Level 4 Engineering Manufacturing Technician

IT, Digital, Marketing and Media

- Level 2 Hardware, Network & Infrastructure Foundation Apprenticeship
- Level 2 Software & Data Foundation Apprenticeship
- Level 3 Content Creator
- Level 3 Cyber Security Technician
- Level 3 Digital Support Technician
- Level 3 Information Communications Technician
- Level 3 Multichannel Marketer
- Level 3 Network Cable Installer (Newcastle delivery only)
- Level 3 Software Development Technician
- Level 4 Marketing Executive
- Level 4 Network Engineer
- Level 4 Software Developer
- Level 4 Artificial Intelligence (AI) and Automation Practitioner
- Level 5 Audio Visual Technician

If you have any questions, please contact apprenticeships@mbro.ac.uk
03453 40 40 40

Alternatively scan the QR code to complete an enquiry form!



INDUSTRY WORK PLACEMENTS

Give the next generation of talent the opportunity to experience your industry

Whether it's a 45-day industry work placement for T Level learners or a shorter, skills-based placement, we aim to secure meaningful work experience for every full-time student at Middlesbrough College. That's why we need employers like YOU to help our students put their skills into action.

By offering a work placement, you can give a student the opportunity to apply their skills in a real working environment, while gaining early access to emerging talent and helping shape the future workforce in your sector.

Employer benefits

No cost to your business

- Benefit from emerging talent while helping a student gain valuable industry experience

Develop your future talent pipeline

- Introduce students to your sector and help develop the skills your industry needs

Identify potential future employees

- Get to know emerging talent and see their skills, attitude and potential in a real working environment

Bring fresh ideas to your organisation

- Benefit from students' enthusiasm, new perspectives and up-to-date knowledge

Develop your existing workforce

- Give employees opportunities to build their coaching, mentoring and leadership skills

Help shape future talent

- Share your industry knowledge and influence the skills and knowledge of students entering your sector

Support your local workforce

- Help young people gain the experience, confidence and practical skills they need to progress into employment

Growing capacity through industry placements

For furbd, T Level industry placements have become a valuable way to bring motivated, emerging talent into the organisation while increasing its capacity and impact.

"Our T Level students are invaluable – they've accelerated our impact. If we had a bigger workshop, we'd happily take even more.

"I'd definitely recommend that other organisations host T Level students. It's a fantastic opportunity to help develop future talent while also bringing motivated young people into your organisation.

"They gain real industry experience, while we benefit from the skills, fresh ideas and additional capacity they bring."

- Chief Officer David Thomas, furbd

Could you offer a work placement?
Contact our team to find out more:
placements@mbro.ac.uk



SAFEGUARDING

Supporting you to provide a safe and positive experience

Safeguarding is a shared responsibility. Whether you're employing an apprentice, providing an industry placement for a T Level learner or offering work experience to one of our students, you play an important role in helping young people stay safe and supported.

Our dedicated Safeguarding Team works closely with employers, students and staff to make sure concerns are identified and addressed appropriately. You don't have to navigate safeguarding alone – we're here to provide advice, guidance and support whenever you need it.

Our role

- Provide robust safeguarding arrangements and ensure our staff follow our Safeguarding Policy
- Make sure students, apprentices and employers understand their safeguarding responsibilities
- Provide guidance and support to employers who need help with their safeguarding arrangements
- Ensure employers, students and apprentices know how to raise a safeguarding concern
- Work closely with employers to respond appropriately to any concerns or disclosures
- Provide ongoing support to students and apprentices where safeguarding concerns arise
- Work with employers to help ensure industry placements and work experience are safe, supportive and positive experiences

Your role as an employer

- Provide a safe, supportive and inclusive working environment for students and apprentices
- Identify a named member of staff as a key contact for the student's or apprentice's welfare and safeguarding
- Ensure employees working alongside students or apprentices are suitable to do so and do not pose a risk to their safety or wellbeing
- Follow relevant safeguarding legislation and have appropriate safeguarding arrangements in place
- Make students and apprentices aware of who they can speak to if they have a concern
- Support students and apprentices if they raise a safeguarding concern or disclose an issue
- Report any safeguarding concerns to the relevant college contact or our Safeguarding Team

We're here to support you

If you have a safeguarding concern, we're here to help. Whether a concern relates to the workplace, college or a student's or apprentice's life outside of work, please get in touch with our team as soon as possible.

Email: safeguarding@mbro.ac.uk
Visit: www.mbro.ac.uk/safeguarding



PREVENT

Prevent is part of Middlesbrough College's wider commitment to safeguarding and wellbeing, supporting learners who may be vulnerable to radicalisation or being drawn into terrorism or extremist ideologies.

We all have a role to play in creating safe, welcoming and inclusive environments.

By working together with employers, communities and partner agencies, we aim to identify concerns early and ensure individuals receive the right support, whatever their background or circumstances.

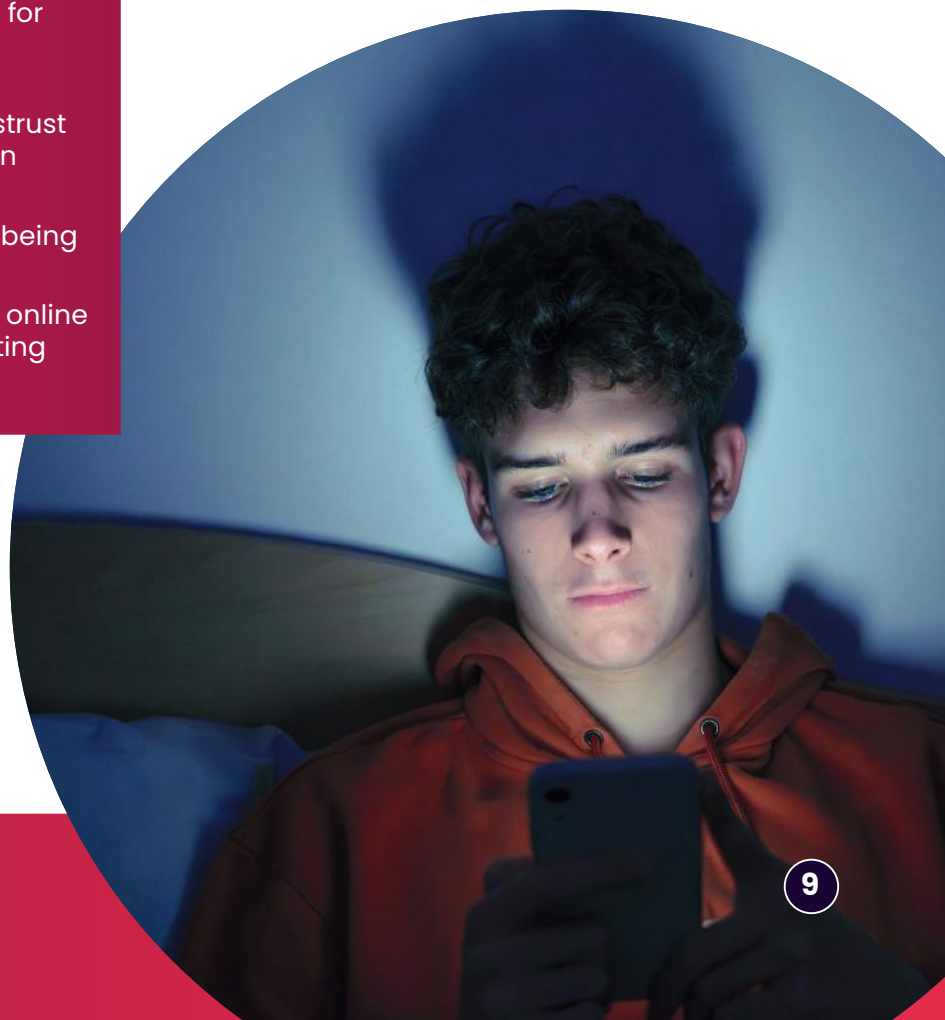
Radicalisation can affect anyone, regardless of their background or circumstances. Some changes that may cause concern could include:

- Significant changes in behaviour, attitudes, relationships or wellbeing
- Increasing isolation or a strong need for identity, belonging or acceptance
- Becoming increasingly focused on conspiracy theories or expressing distrust of mainstream sources of information
- Expressing a belief that their religion, culture or beliefs are under threat or being treated unfairly
- Becoming unusually secretive about online activity or who they are communicating with

If something doesn't feel right, our Safeguarding Team is here to provide advice and support.

Working together, employers and Middlesbrough College can help create safe, supportive and inclusive environments where learners can develop and thrive.

Contact:
Safeguarding Team
safeguarding@mbro.ac.uk



Future proof your **WORKFORCE!**

In today's rapidly changing job market, keeping workforce skills up to date has never been more important. Many industries are evolving quickly, creating new opportunities, but also new skills gaps.

Our adult training programmes are designed to help employers stay ahead by offering flexible, practical learning that equips people with the skills businesses need right now.

Whether you're looking to grow your talent pipeline, develop your existing staff or support career progression within your organisation, our training options provide a cost-effective way to build a stronger, more capable workforce.

Government-funded training

These courses offer flexible training for adults aged 19 and over, lasting up to 16 weeks.

They're designed to strengthen workforce capability and support career progression, making them a smart, cost-effective solution for employers looking to hire new talent or upskill existing staff.

The best part? The Department for Education will fund up to 90% of training costs for SMEs and 70% for large employers who enrol staff on a Skills Accelerator Programme.

Benefits for employers

- Access new, industry-ready talent
- Bridge skills gaps in your business
- Boost staff productivity and motivation

Bespoke Employer-Led Provision (BELPs)

Training – your way

Our Bespoke Employer-Led Provision (BELPs) offers complete flexibility.

These employer-driven training programmes are tailored to your business needs, whether that's filling a specific vacancy, developing a new service, or upskilling your team.

If you're unsure about the skills your business needs, our team can help. From one-to-one support to group training, we'll work to understand your goals and design a solution that delivers exactly what your workforce needs.

Developing Talent in the Process Industries

Greenenergy and Seqens partnered with Middlesbrough College to invest in the development of their workforce, providing employees with industry-focused training designed to strengthen technical knowledge and support long-term career progression. The Level 3 Process Technology programme prepared delegates for a variety of roles in the process industries, including the chemical, pharmaceutical, metals, and oil and gas sectors.

Among those completing the programme were Rob Jacques, Chris Burton and Nathan Swan from Greenenergy, a leading supplier of waste-based renewable fuels, and Jack Dalton, a Day Process Operator at Seqens, a global leader in pharmaceutical solutions and speciality ingredients.

With the support of their employers, each successfully enhanced their technical capabilities and broadened their future career opportunities.



TRAIN WITH INDUSTRY EXPERTS

At TTE, we work in partnership with businesses across the North East, Yorkshire and on an international scale to boost performance through high-quality, results-driven training.

From entry level to advanced, our industry-focused courses cater to all experience levels. Whether you need one-to-one coaching, one-to-one support or group training, our team will take the time to understand your business goals and tailor a solution that meets your exact requirements.

Train in our state-of-the-art facilities at TTE, where innovation, hands-on learning and expert instruction combine to drive your team's success.

Training is available in the following sectors:

- Electrical
- Health and Safety
- Instrumentation
- Mechanical
- Process
- Renewables

Scan to view
our Industry
Training guide



Building Workforce Capability Through Practical Confined Space Training

Natara Global partnered with TTE to deliver Medium Risk Confined Space training, strengthening workforce capability and supporting safe, effective operations across its business.

The practical, industry-focused programme equipped delegates with the knowledge and hands-on skills required to work safely in medium risk confined spaces, including entry and exit procedures, emergency escape breathing equipment and emergency response.



Jordan, Lead Mechanical Technician at Natara Global, said:

"The training at TTE has been unlike any training we've experienced before. The hands-on approach has given us valuable knowledge and practical experience that we can confidently apply within our own workplace and across other working environments."

The training also supported individual skills development, with Michael undertaking the course as he prepares to move into the renewable energy sector as a Wind Turbine Technician specialising in blade repair.

"The course has been brilliant, especially for the industry I'm moving into. The instructors at TTE have a great wealth of experience and knowledge - it's been great learning from them."

Building a Capable Workforce

TTE delivers practical, industry-led training that helps organisations develop the skills, competence and confidence their people need to operate safely and effectively.

Scan to find out more



Upskill your **WORKFORCE AT UCM**



Part of Middlesbrough College

A smart, cost-effective way to strengthen your business. With professionally designed qualifications including foundation degrees, HNCs, HNDs, HTQs and flexible, part-time routes, your staff gain real, job-ready skills that improve productivity, creativity and efficiency. These programmes are built with industry partners to ensure employees learn exactly what your organisation needs, all while continuing to work.

With flexible delivery and expert employer support, it's an easy way to boost capability, grow your competitive edge and future-proof your workforce right here in the Tees Valley at Middlesbrough College's Middlehaven Campus.



Scan here to see
what UCM can offer

Other ways **TO GET INVOLVED**

Your experience, knowledge and industry insight can make a real difference to the next generation of talent.

By sharing your career journey with our students through guest talks and industry sessions, you can offer valuable insights into the world of work, bring classroom learning to life and help students understand the skills and behaviours employers value.

It's also a great way to showcase your organisation and raise the profile of your industry, while building relationships with talented students who could become your future employees.

Exhibit at Our Events

Throughout the year, we host a diverse programme of employer and student events – from our annual Apprenticeship Expo to sector-specific networking and engagement sessions.

These events provide opportunities to:

- Connect directly with our students and future talent
- Showcase your organisation, industry and career opportunities
- Build relationships with curriculum teams
- Share your expertise and influence the skills of tomorrow's workforce
- Support students in making informed career choices

**Scan here to register
your interest**

