



Employer
Academies

Shape Your Future Workforce

**Our Employer
Academies bring
together learners,
educators and
employers to
establish long
term partnerships
that will inspire
the next generation
into your industry.**



Who we are

RNN Group is an education and training provider, meeting the needs of thousands of employers, adults and school leavers every year and contributing at the heart of our communities across South Yorkshire and North Nottinghamshire.

We deliver further and higher education programmes and apprenticeships to thousands of learners each year through our colleges (Rotherham College, North Notts College and Dearne Valley College) our new Higher Education facility, University Centre Rotherham (UCR) and our training organisations including RNN Training and the National Fluid Power Centre (NFPC).

We educate school leavers, undergraduates, employees and those re-joining the workforce; ensuring that they are properly prepared for the world of work or to progress to further study.

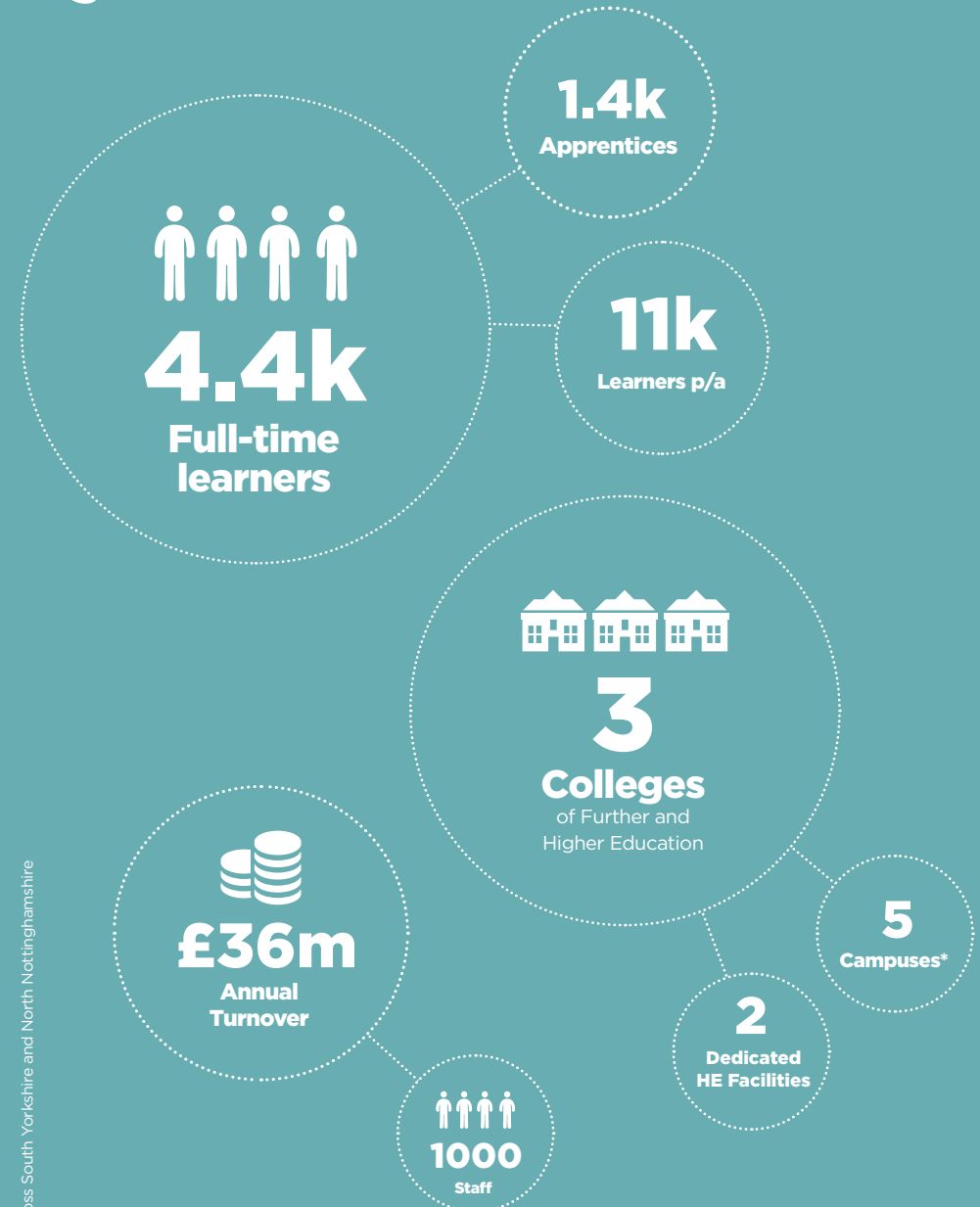
Our Further and Higher Education Providers



Our Training Organisations



RNN Group by numbers



*across South Yorkshire and North Nottinghamshire

What is an Employer Academy?

Employer Academies enable learners, educators and employers to collectively identify the necessary knowledge, skills and behaviours which are essential for success in your industry.

This collaboration will influence our curriculum to develop practical skills and experience that you want, and need, from your employees. When you sponsor an Employer Academy you can lead a number of activities for our learners including: masterclasses, workshops, site visits, volunteering opportunities and industry placements; alternatively you can run projects and competitions that our learners can take part in, testing their knowledge and skills in a real business context.

The Employer Academies also offer you the opportunity to recruit from our pool of talented and ambitious learners, giving you the chance to choose your ideal future workforce from the local area.



How will my organisation benefit?

As an Academy Sponsor you position your organisation top-of-mind to the future generation whilst developing your current workforce.

Online staff training packages

We can provide flexible online training packages for your organisation, covering key business topics including GDPR, Equality and Diversity, Safeguarding, British Values and Prevent.

Webinars supporting student experience

Learn more about target setting, coaching techniques and how to provide constructive feedback so as to develop your employees' management and leadership skills and build for the future.

Promotion of your organisation

As an Academy Sponsor you can attend College Open Events, careers activities and parents evenings to outline your organisation and the career pathways available. We'll also promote your involvement in the Academies on our College websites and social media channels.

If you wish to be involved in the Employer Academies but have limited capacity or restrictions on the amount of time you can contribute, you may still have an input, but this may be as a participant rather than as a sponsor.



Are you interested in Employer Academies but unsure if you have time to be a sponsor?

Our Employer Academies are open to all local companies wanting to influence and improve the future workforce. If your organisation has limited capacity or time to be a sponsor, you can still affect change as a Employer Academy participant.

Hear from our Employer Academy Sponsors

“RNN helps deliver a strong academic background, coupled with workshop practicals.”

“We have run lots of educational placements over the years but the professional approach that the RNN group is taking with this academy really makes it stand out.”

“Having had great success with apprenticeships over previous years, we are looking forward to working together with students to explore the many different routes into our industry.”

“This partnership partnership with RNN Group is a great opportunity to break down barriers between an employer and a student, introducing the world of work via work placements and employer engagements. Together, we have a strong belief in supporting and inspiring the next generation.”



Sponsor our Employer Academies

When you register as a sponsor of an Academy you will pledge your support based on the capacity and commitment that suits your organisation.



1. Be a Mentor

Mentors act as role models to shape the future career of learners and inspire them to progress whether it be to further study or into employment. Our employer mentors are offered full mentor training to help develop their own understanding of what it means to develop a learner.

Mentoring sessions can take place by phone, email, face-to-face or digital platforms, and are designed to help partners in supporting learners to understand the skills, knowledge and behaviours expected of them when they enter employment within your industry.

BENEFITS

- **Build coaching, mentoring and leadership skills within your organisation.**
- **Help develop potential future apprentices/employees.**

2. Be a Guest Speaker

Deliver a guest speaker slot to an audience of learners interested in a career within your industry.

Our learners are looking for an insight into your industry, or into the requirements for a specific role within the sector. You can choose whether to speak at a lecture to a large audience, a small group talk or a round table discussion and we are flexible on timings. Whether you can offer a short five minute drop-in session or a more in-depth discussion of an hour, specialist speakers help inspire our learners and give direction on what they can expect from their chosen career as well as what it takes to be a success in their chosen sector.

BENEFITS

- **Raise awareness of your industry and business to local people.**
- **Help your team develop presentation skills within your organisation.**

3. Host a Visit

This is your chance to open up your business and show our learners behind the scenes.

As well as a chance to showcase a workplace you're proud of, you can inspire future job applications and set-out the expectations for behaviours in the workplace.

Our learners benefit from getting behind the scenes in local businesses. It raises their confidence as they learn to interact in a work environment.

Industry visits may include a tour of facilities, mock interviews or a work-based task.

BENEFITS

- **Give your workforce the opportunity to talk to learners and showcase their communication skills.**
- **Reduce the demands on you by hosting visits for groups of learners.**

4. Set an Industry Brief

Working collaboratively with our curriculum staff where you can help to develop the high-level thinking and problem-solving skills that learners will need to demonstrate in the work place through setting real business projects, challenges and competitions.

You can set tasks that are completed in College, in a work environment or out in the community, with an end goal of having genuine benefit to your company long after the project has been completed. Projects and competitions can range from half a day to longer term tasks. Our team will work with you to plan projects or competitions so that they run efficiently and safely.

BENEFITS

- **Gain extra help with projects.**
- **Benefit from a learner insight and skills.**
- **Give your team the chance to develop leadership skills whilst facilitating a group of learners.**
- **Support community initiatives and develop your corporate social responsibility further.**

Industry Placements

Industry placements are a great way to develop your prospective future workforce.

You'll receive a fresh insight to your organisation, through well-planned placements, based on meaningful tasks that support your business.

These placements provide the future workforce with the opportunity to further develop their knowledge and practical skills so that they are ready to enter the world of work and can complete their studies to a high level.

In addition to student placements, employers can also benefit from hosting educator placements whereby our staff will work with or shadow your employees. These opportunities help to maintain the dual professionalism of our educators, who often started their career in industry, through refreshing their knowledge and skills so that this translates into their curriculum design and delivery.

Our specialist team is available every step of the way to ensure learners have not only the right equipment but more importantly the attitude to succeed as part of your organisation.



Business Benefits

- **Take the chance to meet and work with potential future employees.**
- **Develop the supervisory and mentoring skills of your workforce through managing placement opportunities.**
- **Promote your organisation as one which invests in the local community and learners.**

Testimonies

 **Brunton Shaw**

Brunton Shaw UK has been a part of the local community for many decades, and we would like to continue our commitment towards development of the community as part of our strong CSR programme throughout the group. When our business is growing with various challenges at current economic scenario , we seriously recognise the importance of working with local colleges to help and developing the future of the younger generation with a right direction of their career in future. We are really proud to be the partner with RNN group with this journey for the future.

www.brunton-shaw.com



Europa Engineering

The Europa Engineering Group are delighted to be partnering with Rotherham College on the Employer Academies programme. Being a historic Sheffield based engineering group we aim to engage students with our various disciplines of manufacturing we operate within, fabrication, machining, lifting, and casting. Our goal is to give students a flavour of the working environment and encourage them to develop employability skills for their future. Alongside learning from others who have come from the same path as them and or have knowledgeable traditional skills to pass onto the next generation – which is crucial we do to protect manufacturing here in South Yorkshire.

www.europaengineering.com

 **EQUANS**

EQUANS's partnership with RNN Group is a great opportunity to break down barriers between an employer and a student, introducing the world of work via work placements and employer engagements. Together, we have a strong belief in supporting and inspiring the next generation of construction experts.

www.equans.co.uk

 **Marshalls**

As the UK's leading hard landscaping and building materials supplier, Marshalls is thrilled to be partnering with Rotherham College and the RNN Group. The Marshalls Academy for Construction is a really exciting project which is giving us a great opportunity to work with young people in the construction sector. This partnership will enable us to share our knowledge and skills in order to prepare students for the world of work and a fulfilling career in construction.

www.marshalls.co.uk

Testimonies



Nexus Multi Academy Trust

Since working with employer academies the students coming into our employment have been well equipped, knowledgeable and skilled and formed an invaluable part of our workforce.

www.nexusmat.org



Rotherham Titans

The Titans Community Foundation and Rotherham Titans Rugby Club are delighted to be helping young people in the local area explore opportunities for work. The infrastructure around sport and leisure is growing, and the range of jobs and career paths is expanding all the time, both locally, nationally and around the world.

www.titans-rugby.com



Spa at Ye Olde Bell

Spa At Ye Olde Bell are excited to be working in partnership with the RNN Group. Having had great success with apprenticeships over previous years at the spa, we are looking forward to working together with students to explore the many different routes into the beauty and wellness industry. We hope to inspire a new generation of therapists by informing & educating them therefore allowing them to choose the right path.

www.yeoldebell-hotel.co.uk/spa



South Electrical

For over 25 years South Electrical has had a strong relationship with the RNN Group. Originally North Notts College, we benefitted from one or two apprentices qualifying per year. Through sustained organic growth the business now has over 35 apprentices at various levels with the college. Our training program is key to our success and brings loyalty, conscientiousness, and continuity. This in turn helps our customers benefit from safe, quality installations delivered efficiently and effectively. RNN helps deliver a strong academic background, coupled with workshop practicals. Site based work then really helps cement their knowledge through mentoring throughout the installation, followed by comprehensive testing and robust fault finding. The relationship that we have with RNN helps identify any skills gaps that the learners may have and address regulation changes quickly and effectively. Through the launch of our Training Academy in harmony with RNN we feel that we can improve our offering to apprentices even further. Whilst the current curriculum satisfies the qualification, we feel we can really hone in on specific aspects of our training needs and tailor our offering to our clients requirements. Customer needs and expectations are paramount to us as a business so having an Academy with RNN will help us stay agile in the market place, provide longevity for the company with secure and sustained jobs. It's a very exciting time and we're very much looking forward to our new apprentices benefitting from the Academy.

www.southelectrical.co.uk



Thornberry Animal Sanctuary

Thornberry Animal Sanctuary is really happy to be working with the Employer Academy at the RNN group. We have run lots of educational placements over the years but the professional approach that the RNN group is taking with this academy really makes it stand out. We are excited to see how the partnership develops and look forward to welcoming the students to the sanctuary.

www.thornberryanimalsanctuary.org



**Employer
Academies**

**For more information on
how you can help shape
the next generation please
contact our employer
partnerships team.**

01909 504777
enquiries@rnntraining.co.uk

Office hours
8.30am – 5.00pm Monday to Thursday
8.30am – 4.30pm Friday

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