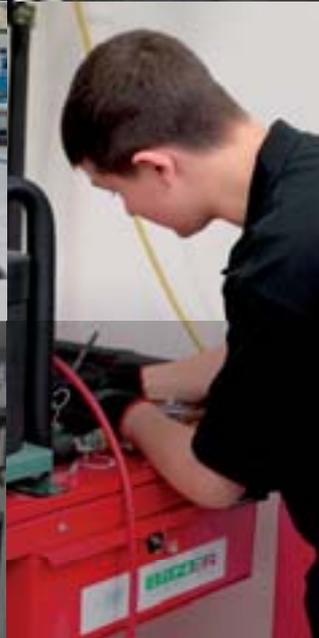
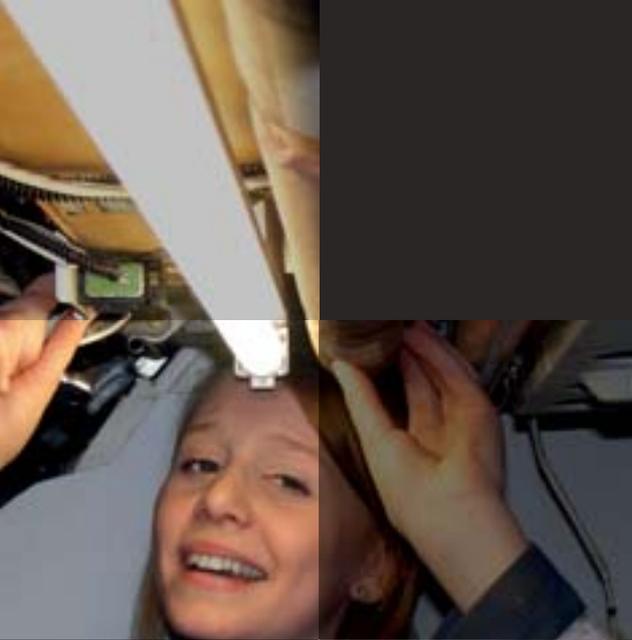


# PROCAT

PROSPECTS COLLEGE OF  
ADVANCED TECHNOLOGY

## THE EMPLOYERS' GUIDE TO TECHNICAL TRAINING



Professional | Technical | Careers

## INTRODUCTION

In the UK, growth in productivity has gone hand in hand with people becoming educated to a higher level. However, weaknesses in our skills base have kept us behind other leading nations. One of these weaknesses is the technical skills gap.

The success of my company relies on being able to recruit and retain people with these skills. It is therefore important that we invest in high quality apprenticeships and training that support the existing workforce and are attractive to the next generation of high-calibre employees.

We chose PROCAT as our training provider because the relationship between the college and their employer partners is one of collaboration and joint responsibility. Being part of the PROCAT GTA enables us to draw on expertise, co-design curriculum and benefit from an unwavering commitment to delivering technical professionals for UK industry.

As many employers do, we believe apprenticeships and high quality work based training provide excellent routes for people to develop and tailor skills to the needs of their chosen industry. Thales has been able to work closely with PROCAT to develop engaging and exciting learning opportunities for those with aspirations to work and progress, in a way we couldn't have done alone.

I invite you to consider how your business could benefit.



*What we are, what we do, how we work  
– from an employer's perspective.*

By Kini *Governor*

**THALES**

**Our mission is “to make a contribution to the success of key sectors of British industry by taking a leading role in providing excellent technological education and skills training which is open to all people of ability and commitment.”**



## WHAT WE DO

PROCAT is the UK's leading college of advanced technology. We train and develop high quality engineers and master craftspeople for UK industry.

We have over 40 years' experience of designing and delivering training programmes which produce individuals with a high level of knowledge, competence and professionalism in their chosen field.

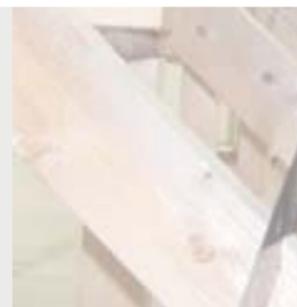
We also ensure that alongside technical knowledge and experience, our students are equipped with the transferable skills and qualities needed for today's and tomorrow's workplace.

### We deliver:

- Advanced Apprenticeships
- Higher Apprenticeships
- Higher National Certificates (HNC)
- Higher National Diplomas (HND)
- Extended Diplomas
- Further Education Courses (to prepare students for apprenticeships or higher level study)
- Professional Development Courses

### Our apprentices and students qualify in a range of occupations, including:

- Aircraft Maintenance Engineers
- Avionics Engineers
- Bricklayers/Stonemasons
- Construction Maintenance Operatives
- Electrical Engineers
- Electricians
- Electronics Technicians
- Fabrication and Welding Engineers
- Maintenance Engineers
- Master Carpenters
- Master Joiners
- Plumbing and Heating Engineers
- Refrigeration and Air-conditioning Engineers
- Renewable Energy Engineers
- Rolling Stock Maintenance Engineers
- Signalling Systems Design & Maintenance Engineers
- Systems Engineers



# WHAT WE OFFER EMPLOYERS

Businesses need the right combination of technology, innovation and work environment to compete successfully. They also need a highly skilled, cross-disciplinary workforce. So PROCAT delivers both 'gold standard' apprenticeship programmes and professional workforce development to increase your business's knowledge levels and skills in a range of disciplines.

## 'Gold standard' apprenticeships

We provide top quality apprenticeship programmes in a range of engineering and built environment disciplines.

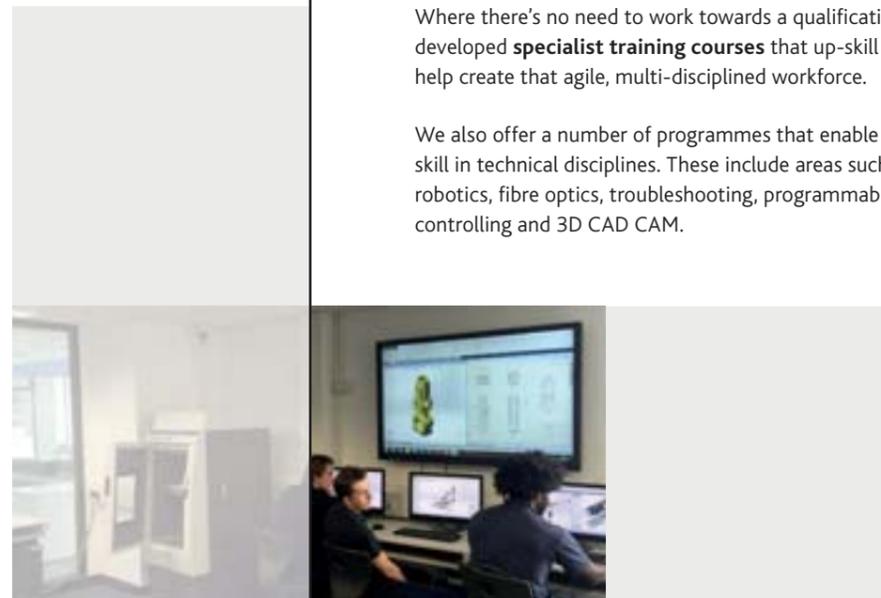
We know that apprenticeships are a highly effective way of bringing vital new talent into a business. Our employers regularly remark on the innovations, high productivity and positive dynamic that apprentices bring.

All our apprenticeships are 3-5 years long and highly flexible. Employers can choose between a range of delivery models and a choice of additional modules to tailor programmes to their business's needs.

Our **Advanced and Higher Technical Apprenticeships** are considered 'gold standard', with many of our programmes approved by professional industry bodies including the Institute of Mechanical Engineers, the Institute of Engineering Technology, the National Skills Academy for Rail Engineering and the Civil Aviation Authority. This doesn't happen as a matter of course.

As well, on graduation, our advanced technician apprentices are able to automatically apply for professional recognition, including **EngTech** and **IEng**.

PROCAT can also provide employers with a **Managed Apprenticeship Service**. This takes the administrative burden off your hands and co-ordinates all aspects of the apprenticeship – from assessment, recruitment, planning and delivery to progress review, reporting, accreditation and progression.



## Professional workforce development

Whether an individual is progressing straight from an apprenticeship or is mid-career, we provide flexible work-based training courses that lead to recognised qualifications, including **Higher National Certificates** and **Diplomas**.

In response to demand, work-based **Degree Programmes**, including Degree Apprenticeships, are also in development.

Where there's no need to work towards a qualification, we have developed **specialist training courses** that up-skill employees and help create that agile, multi-disciplined workforce.

We also offer a number of programmes that enable people to up-skill in technical disciplines. These include areas such as electronics, robotics, fibre optics, troubleshooting, programmable logic controlling and 3D CAD CAM.

## Health and safety & occupational licences

Given that **health and safety** is paramount to most of the employers that we work with, we deliver a range of health and safety courses including IOSH, NEBOSH and CCNSG. We also deliver training for **occupational licences** in areas such as CompEx, 17th Edition, F-Gas and B1 Licences.

## Competence testing

Continued and consistent workforce competence is essential, particularly to those with a large workforce, so we offer a bespoke **competence testing & solutions** service to employers.

We will work with you to understand the levels of competence you require from your existing and new employees and design and deliver a testing programme to match. We will provide a full results report that identifies any skills gaps and if further training is required, we will work with you to put it in place.



“PROCAT helped our business needs by working in partnership with us to create a bespoke two year multi-trade apprenticeship course. The scheme has been such a success that Mulalley won the “Creating Opportunities” category at the 2014 Basildon Business Awards.

It is clear that the driven attitude of Mulalley's team and the support from PROCAT has meant those apprentices who have shown commitment and quality have succeeded.”

Lisa Jennings  
Employment & Training Manager at Mulalley

## TAILORED ADVICE AND SUPPORT

To make sure that employers get the right apprenticeship programmes and the most effective professional development, PROCAT builds strong, long-term partnerships with employers. This way, we can provide more insightful, sustainable and beneficial services.

- Our Training Development Managers and industry Technical Advisers work with you to understand your business and develop detailed training programmes that tackle your skills needs.
- Our programmes are constructed using our extensive experience of best practice. They're also entirely bespoke to your organisation.
- Our dedicated Employer Engagement staff match apprentices with employers very carefully to ensure we get the right fit. They then stay involved throughout the apprenticeship or training programme to provide support and make sure that the benefits are being delivered.
- We can also help cut down on your paperwork and can provide advice on how to access government or industry body funding grants. (In the last year alone, employers working with PROCAT have benefitted from gaining almost **£300,000 of Apprenticeships Grants for Employers** and **£5m of training grants**)
- We even help find accommodation for apprentices or mature students studying at our site.

To find out more about all of our employer services, see:  
[www.procat.ac.uk/employers](http://www.procat.ac.uk/employers)

# WHY PROCAT IS EXCEPTIONAL

- At PROCAT we understand how important it is to train people in high quality facilities and on state-of-the-art equipment. With our partners and employers, **we've invested £46m in the last five years** to ensure our students have access to cutting edge technologies, digital capabilities and practical learning environments.
- In addition we have opened a new City and Guilds Business Centre where employers can hold meetings, work and engage with college staff and apprentices.
- We believe that the best way to prepare students for the real world is by creating a professional working environment in college. Our students put in a full day's work, they adhere to industry health and safety regulations and they wear a work uniform. This ethos contributes to our high success rate. Currently **96 per cent of our employers offer jobs to their apprentices after their course is completed.**
- Our 70-strong team of tutors and lecturers is made up of experienced academics and industry professionals, with a vast and varied range of industry experience. Their expertise ensures that **98 per cent of our students leave PROCAT with a recognised qualification.**
- As an employer led organisation, over **50 per cent of our Corporation Board members are employers.** Feeding directly into the Board, PROCAT's **Employer GTA Committees** help develop and quality assure our curriculum to ensure it reflect employers' priorities and meet their needs. Basically employers' influence everything we do.

*We are rated 'Good' with outstanding features' by Ofsted.*

Please visit our website at [www.procat.ac.uk](http://www.procat.ac.uk) for a virtual tour of our facilities, or better still arrange to visit us.



“In the past we have struggled to get the right skilled people. Using PROCAT gives an opportunity to focus training to suit our business needs.”

John Goodman  
Modelling Specialist at Honeywell



# WHAT EMPLOYERS GAIN FROM WORKING WITH PROCAT

## Working as a Group Training Association

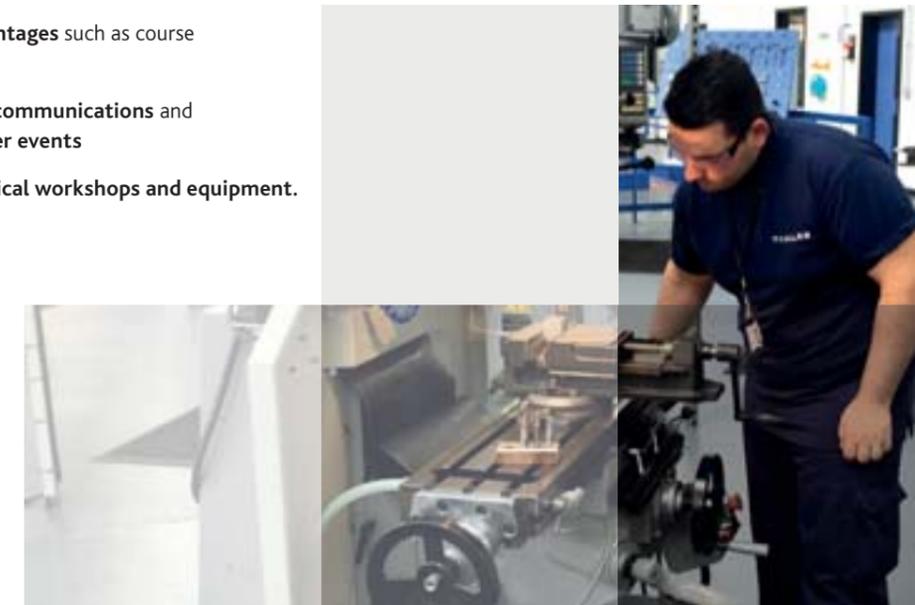
PROCAT has always aimed to work in long-term, collaborative partnerships with industry. Such partnerships are underpinned by our continued operation as a Group Training Association (GTA).

A GTA is a training organisation which is led by employers to provide off the job specialized apprenticeship and training services. As a GTA, PROCAT proudly serve over 700 employer members.

We believe the strength and value of our partnership with employers is why many of the employers who train with us have been members of our GTA for years.

Employers who sign-up to our Skills Charter (see over) – enjoy a wide range of important benefits. You can:

- work with our specialists to **design and develop training** that meets your needs
- advise us on the **quality, range and content** of the training programmes
- tap into a range of additional services, such as use of our **City and Guilds Business Centre**
- benefit from our **experienced industry professionals** who will support you from recruitment to completion of training and professional progression
- gain **professional status** for your workforce
- gain access to **government funding**
- access regulatory **training and occupational licences**, as standalone or built into substantive training programmes
- receive **loyalty advantages** such as course fee reductions
- benefit from regular **communications and industry and supplier events**
- use PROCAT's **technical workshops and equipment.**



# THE PROCAT SKILLS CHARTER

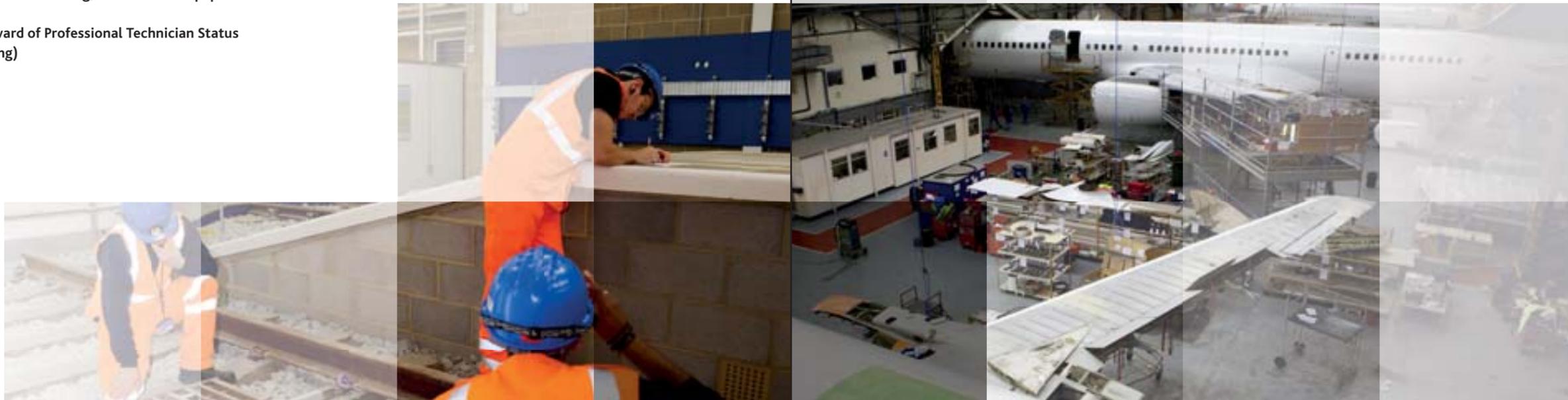
PROCAT strives to deliver rigorous, high quality, successful training programmes. We know that to achieve this, the relationship with our employers is critical. This relationship is built on trust and commitment, so through our GTA Committees we have developed a Charter that sets out some of the key components that ensure we achieve the 'gold standard' consistently.

## The PROCAT Pledge

- Deliver high quality training and professional development
- Provide access to advice and support on training needs, solutions and funding
- Help to stimulate a pipeline of young people seeking careers in your sector
- Instil a strong work ethic and a high level of commitment and discipline
- Work in partnership with employers through the PROCAT GTA Committees
- Provide business and networking events and regular communications
- Ensure all public funding and Awarding Organisations criteria are met
- Be a provider of excellence in health and safety and safeguarding
- Increase its digital capabilities to improve training and employers communication
- Continue to invest in teaching, facilities and equipment
- Facilitate the award of Professional Technician Status (e.g. EngTech, IEng)

## The EMPLOYER Pledge

- Release your employee to attend college for the duration of the course
- Provide support and opportunities within the workplace to successfully complete and apply training
- Provide a safe and supportive environment in the workplace
- Provide a fitting wage throughout the apprenticeship and a commitment to sustainable employment
- Support ongoing training and development for the benefit of your business and employees
- Support the acquisition of Professional Technician Status (where appropriate)
- Promote equality and diversity in the workplace
- Demonstrate a commitment to excellent health and safety
- Participate in the development of the college and its training through the GTA Committee and employer events
- Engage in knowledge and skills exchange to support training



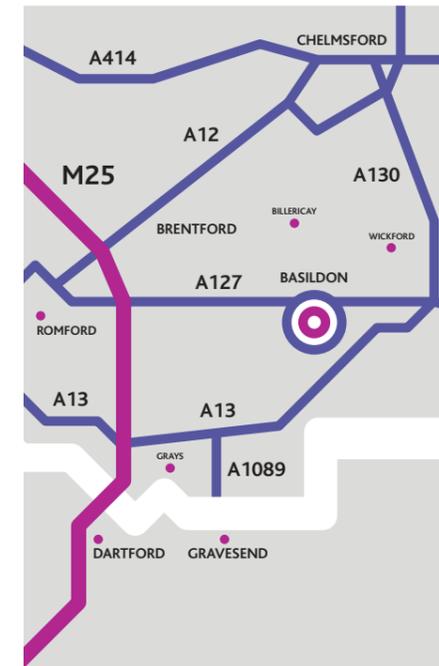
# CONTACT US NOW

In partnership with our participating employers, PROCAT offers a unique and truly integrated approach to training development. Our track record proves that this can yield fantastic outcomes, and we invite you to explore how you can benefit.

Whether you already use us for training and wish to discuss how this could develop further, or want to introduce an apprenticeship programme into your business, please get in touch.

You can contact us on:  
**01268 662444**  
 or email:  
**madeleine.austin@procat.ac.uk**  
 to arrange a call or appointment.

**Prospects College of  
 Advanced Technology**  
 Basildon Campus  
 Luckyn Lane Entrance  
 Basildon  
 Essex  
 SS14 3AY



## TESTIMONIALS

### Gayna Hall

Head of Communications at Thales

“Thales and PROCAT have worked closely and collaboratively to provide an engaging and exciting learning opportunity for young people with aspirations to work in engineering in the rail sector. A variety of skills are needed in the industry for the future and it was important for us to invest in an apprenticeship scheme that is attractive to the next generation of high-calibre engineers and offers real opportunity for them to learn. Working with PROCAT has enabled us to do exactly that.”

### Robert Green

Lead Training & Competency Assessor at Bombardier

“Bombardier has worked closely with PROCAT to ensure the apprenticeship programme offered value-added learning, meeting both the needs of our operations and the qualification structure. It has been a journey for both the college and Bombardier to fill a gap where other engineering apprenticeships fell short of our expectations. We now have multi-skilled and talented staff to take our business forward in the future.

All eight of our 2012 apprentice intake are now employed in full-time positions as Service Technicians, Vehicle Testers and Methods Technicians. This includes James Drane, Daniel Burton, Sam Gumbrell, Michael Daniels, Paul Curley, Danny Smith, Sam Howe and Matthew Smith.

The apprenticeship was the beginning of their careers at Bombardier, with some of those now progressing onto HNC in engineering courses and beyond.”



### Mark Saunders

Health, Safety, Environment & Facilities Manager at Chester Hall

“We as a company wanted to “give something back” to local young people who were interested in a career as a Production Engineer, not just a job. We also wanted to provide the business with a strong workforce for the future.

PROCAT has assisted us in implementing a robust Apprentice scheme which suits the business needs in terms of succession planning for personnel and provides us with a new and exciting dynamic for the workforce.”



### Dan Carey

Owner, Bridge Construction

“Some people say cheap labour, but it's not that, it's a lot more than that. It's about bringing apprentices in to a working environment and teaching them about working life. I went to PROCAT, qualified, and 8 years later I take on apprentices. Working with PROCAT means we get a quality apprentice, with the constant support of the college and tutors, a regular feedback of information.”





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