



PETROC

SKILLS DEVELOPMENT FOR BUSINESS

GIVING TALENT A HOME

WELCOME TO PETROC

As one of the South West's leading providers of Further and Higher Education, Petroc is here to be your skills partner.

At Petroc, we're proud to serve a region that is rich in industry, talent, and opportunity. North Devon is home to a diverse and dynamic business landscape, with global players operating across pharmaceutical, agri-tech, aeronautical, marine, manufacturing and engineering sectors, to growing innovation in Construction, the Motor Industry, Renewable Energy, Business, Finance, Digital, and AI.

Alongside this, our region also boasts vibrant Health & Social Care and Education sectors, as well as a thriving Hair & Beauty and Hospitality scene. It's this diversity of enterprise that gives the South West the foundations for significant and sustainable economic growth.

But growth needs more than infrastructure – it needs people. Skilled, motivated, and industry-ready people.

We recognise that one of the key challenges facing the South West – particularly in our more rural areas – is the ongoing loss of qualified professionals and talented young learners.

At the same time, STEM-based industries across the country are grappling with a serious skills shortage. We're committed to reversing these trends by working closely with businesses like yours.

We are focused on building meaningful, long-term relationships with employers across all sectors – with an emphasis on supporting employers of all sizes and sectors to deliver tailored training solutions that support your workforce needs and business growth.

Together, we can develop and retain local talent, support innovation in your operations, and build the highly skilled, fully qualified workforce our region needs to thrive.

Put simply, we want to give talent a home – right here in the South West.

With an extensive portfolio of qualifications, professional development courses, and Apprenticeship programmes – from foundation to level 5 apprenticeships – delivered in flexible ways to suit your needs, we're ready to work in partnership with you to support staff development, boost productivity, and help your business grow.

“Petroc are amazing to work with. The staff and facilities are brilliant and we are delighted to be a local stakeholder and support with the work that they do.”

FEDERATION OF SMALL BUSINESSES

CONTENTS

Welcome	02
Our Values, Vision & Mission	04
Impact on Business & Staff	05
The Petroc Approach	06
Stage 1: Emerging Talent	08
Stage 2: Growing Talent	10
Stage 3: Keeping Talent	14

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Highly professional, provided flexible and supportive approach for our learner.

ATLANTIC RACQUET CENTRE

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OUR VALUES, VISION & MISSION

At Petroc College, our strategy is built on a foundation of shared values, a clear vision, and a strong mission that guides everything we do. These principles define who we are, shape our decisions, and inspire our commitment to learners, staff, and our wider community.

OUR VALUES

At the heart of Petroc are our core values, which create a culture where learners, staff, and partners can thrive and succeed together. These values influence how we work, learn, and support each other every day:

- **Respect** – Creating a culture of understanding and appreciation
- **Integrity** – Acting with honesty and professionalism in all we do
- **Community** – Working together to build a positive, inclusive environment
- **Communication** – Ensuring openness, collaboration, and shared understanding
- **Trust** – Building strong relationships based on reliability and mutual support

These values reflect our commitment to excellence and our dedication to fostering a supportive and forward-thinking college environment.

OUR VISION

Our vision drives us forward and sets our aspirations for the future:

Inspiring ambition through inclusive education, enabling every learner to reach their fullest potential.

This vision is at the heart of everything we do. We strive to create an inclusive, ambitious, and dynamic learning environment where students from all backgrounds have the opportunity to grow, achieve, and make a lasting impact in their chosen fields.



OUR MISSION

Our mission defines our purpose and the transformative power of education at Petroc:

Education at Petroc is more than learning – it's about transformation. We believe in the power of knowledge, skills, and ambition to shape lives and communities.

We are committed to delivering outstanding education and training, equipping our learners with the skills, confidence, and opportunities to make a difference - not just in their own lives, but in the communities they serve.

Together, these values, the vision, and mission underpin our strategic direction, shaping our journey towards excellence, inclusivity, and lifelong impact.

IMPACT ON BUSINESS & STAFF

Businesses currently working with Petroc reported a range of positive outcomes, highlighting the value of investing in workforce development. This data is from our most recent employer survey.



Performance Indicators:

- Communication satisfaction: **94%**
- Efficiency in working with employers: **93%**
- Training staff professionalism: **97%** satisfaction.
- Flexibility to meet employer needs: **96%** satisfaction.



Overall Performance & Satisfaction:

- **93%** of employers were satisfied or very satisfied with Petroc.
- **94%** of employers stated they were likely or very likely to recommend the college.



Impact on Business & Staff:

- Reported increased staff confidence.
- Filled skills gaps through Petroc training.
- Saw improved business productivity.
- Additional benefits: staff resilience, business innovation.

“All employees attending training at Petroc have found it relevant and professionally delivered.”

ROTOLOK

“The team is always friendly, accommodating and professional.”

GREGORY DISTRIBUTION



THE PETROC APPROACH

At Petroc, we take a strategic, three-stage approach to workforce development, designed to support employers at every step - from attracting new talent to investing in the long-term growth and retention of staff.



Stage 1: Emerging Talent is all about building awareness of your industry and inspiring the next generation of workers. We can support you in offering meaningful work experience placements, T Level industry placements, internships, and site visits, helping young people gain real insight into your business and the skills you need. Through employer-led activities and industry talks, you'll have the opportunity to raise your profile, influence curriculum delivery, and start building early connections with potential future employees.



Stage 2: Growing Talent focuses on supporting your recruitment and staff development needs through high-quality Apprenticeships, higher-level and degree courses, and direct access to candidates through our dedicated Work & Skills Hub. These pathways allow you to upskill your current workforce or bring in new talent, with the reassurance that training is aligned to real-world industry demands and delivered in a flexible, employer-responsive way.



Stage 3: Keeping Talent helps you retain and invest in the people who make your business work. We offer Apprenticeship progression routes and bespoke training programmes, developed in partnership with you to meet specific business goals - whether that's leadership development, technical upskilling, or compliance-focused training.

By working with Petroc, you gain more than a training provider - you gain a trusted partner dedicated to supporting your growth. Our collaborative approach ensures that your workforce has the skills, knowledge, and confidence to thrive in a competitive and ever-changing business landscape.



STAGE 1: EMERGING TALENT

- Work-Related Experiences
- T Level Industry Placements
- Supported Internships
- Site Visits
- Employer Led Activities
- Industry Talks



STAGE 2: GROWING TALENT

- Apprenticeships
- Higher Education Programmes
- Work & Skills Hub



STAGE 3: KEEPING TALENT

- Apprenticeship Progression
- Bespoke Training
- Adult Skills
- Employer Advisories





STAGE 1: Emerging Talent

WORK-RELATED EXPERIENCES

At Petroc, we work closely with the Devon, Plymouth and Torbay Careers Hub to promote the value of high-quality work experience for both students and employers.

A meaningful placement provides:

- Clearly defined learning outcomes relevant to the student and employer.
- Opportunities for students to interact with a range of professionals in the workplace.
- Two-way engagement between the employer and learner.
- Completion of real tasks, with the chance to receive feedback and reflect on performance.

Our dedicated Industry Placement and Work Experience Team work closely with local businesses to match students to the right opportunities. These team members are committed to supporting learners throughout their placement, helping them build confidence, gain insights into career pathways, and understand the world of work.

Employers who host students not only shape the future workforce but also benefit from a fresh perspective, whether from a school student, T Level learner, apprentice, or graduate. These experiences often spark new ideas and can support the development of your existing team by involving them in mentoring and supervision.

T LEVEL INDUSTRY PLACEMENTS

T Levels are two-year full time courses for 16 to 19 year olds.

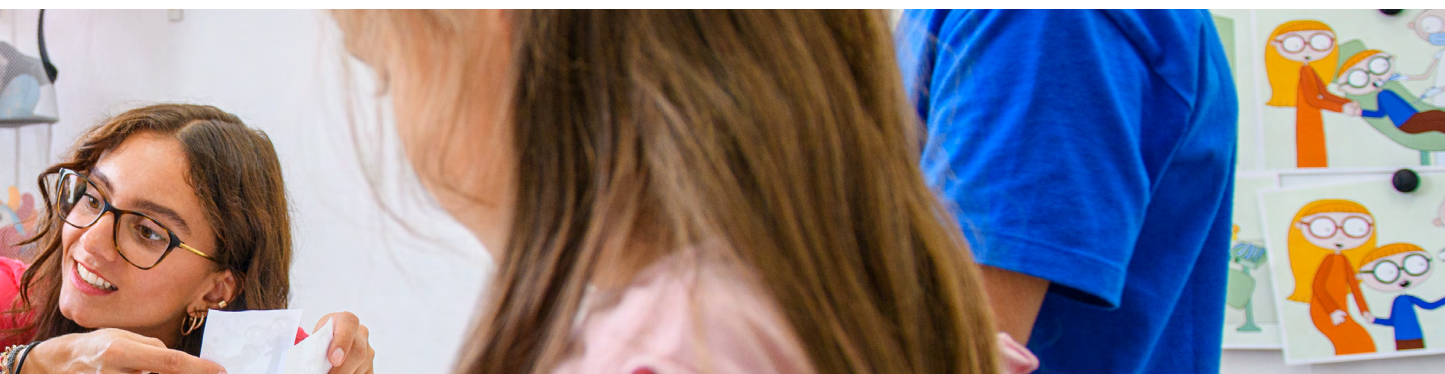
T Levels will provide a **clear and high-quality, technical alternative** to other post-16 options, such as A Levels and Apprenticeships.

As part of a T Level, students will be required to complete a 315 hour (approximately 45 days) industry placement over the 2 years of their course.

Industry placements are significantly longer than a normal work experience placement, they give you a **unique opportunity to help develop new talent within your workplace and give students the skills, knowledge and attitude to excel in their chosen field**. The industry placement can be centred around a particular project or task, or provide assistance for ongoing tasks that you might need help with.

We are looking for employers to offer industry placements and we have a dedicated team to support you.

T-LEVELS



SUPPORTED INTERNSHIPS

Our Supported Internships are designed for young people aged 18 to 24 with **Special Educational Needs and Disabilities (SEND)** who have an **Education, Health and Care Plan (EHCP)** and are looking to move into sustainable employment with extra support.

Students receive classroom learning and practical experience through placements with supportive local employers. **With guidance from a Job Coach**, they develop the confidence and skills needed to succeed in the workplace.

Employers who engage in supported internships contribute to inclusive employment practices and **benefit from dedicated, enthusiastic interns who bring a fresh perspective to the workplace.**

We are keen to grow this provision and welcome interest from businesses of all sizes.

INDUSTRY COLLABORATION & CURRICULUM ENRICHMENT

At Petroc, we work closely with employers to enrich our students' learning experience and ensure our provision remains aligned with industry needs. This includes **site visits**, giving students valuable exposure to real workplaces; **employer-led activities** and **industry talks**, which bring practical insights and sector expertise directly into the classroom; and **co-designing our curriculum**, where employers help shape course content to reflect current and emerging skills needs.

We also run **employer advisories** - dedicated forums that create a two-way conversation between the college and industry. These groups offer employers the opportunity to share feedback, hear curriculum updates, discuss sector developments, and receive guidance on funding and training opportunities.

Together, these activities strengthen the connection between education and employment, ensuring our learners are prepared for the modern workplace while supporting employers to shape and grow their future workforce.



STAGE 2: Growing Talent

APPRENTICESHIPS

Benefits of Employing an Apprentice

Apprenticeships are a great way to boost your workforce with skilled, motivated employees who can positively impact your business. They help improve retention, loyalty, and can be key to your recruitment strategy - regardless of your business size. Apprenticeships offer a flexible solution for business growth whether you're recruiting new talent or upskilling existing staff to meet evolving needs.

What can an Apprentice do for your Business?

Hiring an apprentice is a strategic investment in the future of your business. Apprenticeships provide motivated individuals with hands-on experience and tailored training to meet your specific business needs - whether you're a small startup, established SME, or large corporation.

Benefits of employing an apprentice include:

- **Increased Productivity** – Apprentices are eager to learn and contribute, bringing fresh energy and new ideas to your team.
- **Tailored Skill Development** – Apprenticeship training is directly aligned to your industry needs.
- **Improved Staff Retention** – Apprentices often stay with the company that trained them, creating long-term value.
- **Cost-Effective Recruitment** – Funding support is available to reduce training and wage costs.
- **Upskilling Current Staff** – Existing employees can undertake apprenticeships to gain advanced skills and formal qualifications.



Types of Apprenticeships and their Levels

Apprenticeships come in a variety of levels, each designed to suit learners at different stages of their education and career journey. At the most accessible entry point are **Foundation Apprenticeships (Level 2)**, which are equivalent to GCSEs and ideal for those just starting out in the workforce. **Advanced Apprenticeships (Level 3)** are equivalent to A Levels and are suited for individuals with some experience or prior learning. For those seeking higher qualifications, **Higher Apprenticeships (Levels 4 and 5)** offer the chance to gain foundation degrees or higher national diplomas.



End-to-End Employer Support

Taking on an apprentice does not have to be complex. Our **Business Engagement Team** offers a support throughout the process, including:

- Understanding the types and levels of apprenticeships.
- Guidance on funding options and incentives.
- Matching you with the right candidate & supporting you with recruitment.
- Ongoing support post-placement with your apprentices.

We're with you every step of the way - from initial planning to final hire.



APPRENTICESHIP FUNDING GUIDE*

Employer Type	What will you pay?	How much will the Government fund?	What can the funding be used for?	Additional Payment for employer
Payroll under £3m, apprentices aged 16-21 or aged between 22-24 with EHCP or in Care (Non-Levy)	You pay 0% of apprenticeship training costs.	Government fund 100% of apprenticeship training costs.	Use funding for existing staff or recruiting new apprentices.	£1000 additional payment for apprentice aged 16-18, or 19-24 who has an EHCP or in care by local authority.
Payroll bill under £3m, apprentices aged 22+ (Non- Levy)	You pay 5% of apprenticeship training costs.	Government fund 95% of apprenticeship training costs.	Use funding for existing staff or recruiting new apprentices.	£1000 additional payment for apprentice 22-24 who has an EHCP or in care by local authority.
Payroll bill over £3m (Levy)	You'll pay 0.5% of your annual payroll as a Government Apprenticeship Levy & receive a £15k allowance.	Government will top up your contribution with an extra 10%.	Use funding for existing staff or recruiting new apprentices.	£1000 additional payment for apprentice aged 16-18, or 19-24 who has an EHCP or in care by local authority.

*Subject to change in funding guidance. Information correct as of July 2025.



HIGHER EDUCATION PROGRAMMES

The University Centre of Northern Devon (UCND) at Petroc offers a wide range of higher education programmes, including **HNCs/HNDs, Foundation Degrees, BA/BSc Degrees, and Higher/Degree Apprenticeships** across subject areas such as Arts, Computing and Engineering, Construction, Business, Social Sciences, and Sport. Our programmes are designed not only to deliver academic knowledge but to build the practical, work-based skills that employers need - ensuring our graduates are ready to make an impact in the workplace.

With a growing student community, many of whom are local to North Devon, we are proud to support both young learners and mature students — including career changers and those looking to upskill or retrain. We actively collaborate with employers to enhance our students' learning experience and their employability through guest lectures, live briefs, work-based projects, placements, and industry visits.

By working with UCND, you can help shape the future workforce while raising your business profile and engaging with motivated, career-ready individuals who are committed to progressing in their chosen field.

WORK & SKILLS HUB

The **Work & Skills Hub** at Petroc is a central resource dedicated to supporting students in developing their employability and preparing for the world of work.

It brings together a wide range of services to help learners access meaningful work experience, explore industry placements, and receive tailored careers advice. The hub also provides information and guidance on Apprenticeships, local **job opportunities, and progression routes into employment or further training.**

By connecting students with employers and real-world opportunities, the Work & Skills Hub plays a vital role in helping them build confidence, develop industry-relevant skills, and make informed decisions about their future careers.





STAGE 3: Keeping Talent

APPRENTICESHIP PROGRESSION

Apprenticeships offer clear and practical progression routes that enable individuals to advance their careers while continuing to develop their skills and qualifications. Starting from foundation apprenticeships (Level 2), individuals can progress to Advanced (Level 3) and Higher (Levels 4 and 5). This structured pathway allows apprentices to gain hands-on experience in their chosen field while steadily increasing their responsibility, technical knowledge, and earning potential.

As apprentices gain more experience and qualifications, they often move into more senior roles within their organisation or industry. For example, someone starting as a Level 3 Team Leader apprentice might progress to a management position through a Level 5 Operations/Departmental Manager apprenticeship. These progression routes also open the door to professional accreditations or further academic study, should the individual wish to pursue university or chartered status in their field. Overall, apprenticeships provide a flexible and inclusive way to climb the career ladder without the need for traditional full-time higher education.

BESPOKE TRAINING

At Petroc, we specialise in empowering businesses through tailored training programmes designed to meet the evolving needs of industries. We can offer a comprehensive range of courses providing practical solutions to enhance workforce skills and drive organisational success.

- **Customised Training Solutions**

We offer a diverse array of courses spanning technical skills in IT and engineering to leadership development and project management. Each programme is aligned with industry standards and equips your employees with the latest knowledge and techniques.

- **Flexible Delivery Options**

Whether you prefer on-site sessions for maximum convenience or virtual workshops that accommodate remote teams, we can adapt to your schedule and location.





ADULT SKILLS

At Petroc we run a host of funded Adult Skills courses which your employees can access free of charge. There are a wide range of courses in many subjects running throughout the year.

Adult Skills at Petroc

At Petroc, we are proud to offer a comprehensive range of **fully funded Adult Skills courses**, designed to support the growth and development of your workforce - at no cost to you or your employees. These courses cover a **wide variety of subjects**, from essential skills like English, Maths, and Digital Literacy, to more specialised areas such as Health & Social Care, Business Administration, and Construction. Whether your employees are looking to upskill, retrain, or simply explore a new area of interest, we have options to suit every learner.

Courses run **throughout the year**, offering flexible start dates and formats to fit around work and personal commitments. Many are available in person, online or as blended learning, making it easier than ever to participate. By taking advantage of these opportunities, your organisation can benefit from a more skilled, motivated, and confident workforce - all without impacting your training budget.

To find out more or to explore the full list of courses, please get in touch or visit our website.

EMPLOYER ADVISORIES

Shaping the Future Workforce Together

At Petroc, we recognise that **collaboration with employers** is essential to nurturing the next generation of skilled professionals. By working closely with businesses like yours, we can ensure that our students are not only well-educated, but also **equipped with the practical skills and knowledge** needed to thrive in today's dynamic workplaces.

That's why we host **regular Employer Advisory Boards**, bringing together industry leaders, business owners, and training professionals to share insights on evolving workforce needs. These sessions offer a valuable platform for you to **have your say** - letting us know exactly what skills, qualifications, and attributes you require from future employees.

Your feedback directly influences the **design and delivery of our curriculum**, helping us shape courses that are truly aligned with employer demands, and preparing our learners to contribute effectively from day one.

If you're passionate about developing local talent and want to help shape educational pathways that benefit both learners and businesses, we would love to hear from you.



PETROC

SKILLS DEVELOPMENT FOR BUSINESS

LET'S WORK TOGETHER

If you're interested in partnering with Petroc or want to explore how we can support your business through skills development, apprenticeships, or training solutions, our dedicated specialist teams are here to help.

Contact us today at:

business@petroc.ac.uk

01271 852407

Let's shape the future workforce - together