

DEVELOPING TALENT IN YOUR BUSINESS



FOREWORD

A skilled workforce is vital to the economic success of an area. We want to ensure that everyone can benefit from a growing economy - to achieve this, local people need to have the skills to both advance their careers and access new opportunities as they become available.

We know how important it is for businesses to attract and develop the right staff, which is why businesses, the education sector and public sector have been brought together through the Skills and Employment Partnership. By working together, we can ensure that local people can access the training that employers will need in the future.

Chesterfield has a wealth of skills knowledge from which businesses can access advice and support. The town is home to the largest further education college in Derbyshire, has a strong network of independent training providers, and five universities within a 45-minute drive, including a campus in the town centre.

Chesterfield's Skills and Employment Partnership facilitates a wide range of skills support for both existing Chesterfield businesses and those looking to invest here.

We believe in providing a cohesive approach to skills support to aid growth, attract investment and retain local talent.



MICHAEL TIMMINS

Director at AECOM and
Chair of the Chesterfield
Skills and Employment
Partnership



COUNCILLOR TRICIA GILBY

Leader of Chesterfield Borough
Council and Vice Chair of
the Chesterfield Skills and
Employment Partnership



DEVELOPING TALENT

Promoting learning and development with your current and future workforce can help to address skills gaps and support business growth.

According to the Chartered Institute of Personnel and Development (2022), nearly two-fifths of organisations (38%) are increasing efforts to meet their talent requirements by developing more talent in-house. Upskilling existing employees is the most common solution to recruitment difficulties listed by organisations (60%).

There is a range of funding and support available that can help to develop talent. These include skills bootcamps, apprenticeships, fully-funded basic skills support, leadership and management programmes, and fully-funded upskilling support.

CHESTERFIELD SKILLS BROKERAGE SERVICE

Finding the time to plan training and manage recruitment is never easy, especially when you have a business to run.

Chesterfield Skills Brokerage Service offers free impartial advice, providing support to identify skills gaps and help with a wide range of workforce development needs.

Carl Singleton, Operations Director at Graphoidal Developments, explained: “We contacted Chesterfield Borough Council to determine what skills development support we could access locally. We were introduced to the Skills Delivery Officer who provided an overview of the local skills plan and gave us several different options to consider, including identifying funding to support our workforce development plans. Since then, we have enrolled several of our existing colleagues on to apprenticeship programmes, with welcomed funding support via Derbyshire County Council’s Apprenticeship Levy scheme. We would highly recommend engaging with the Skills Brokerage Service.”

A DEDICATED SKILLS BROKERAGE ADVISER WILL WORK WITH YOU TO:

IDENTIFY YOUR TRAINING AND WORKFORCE DEVELOPMENT NEEDS

Our adviser will help you identify current and emerging skills needs to develop your workforce and support business growth.

ACCESS FUNDING

Our adviser will help you access funding, including fully-funded courses, that range from basic skills and business fundamentals to leadership and management, as well as specialist courses covering green and digital skills.

ACCESS APPRENTICESHIP SUPPORT AND FUNDING

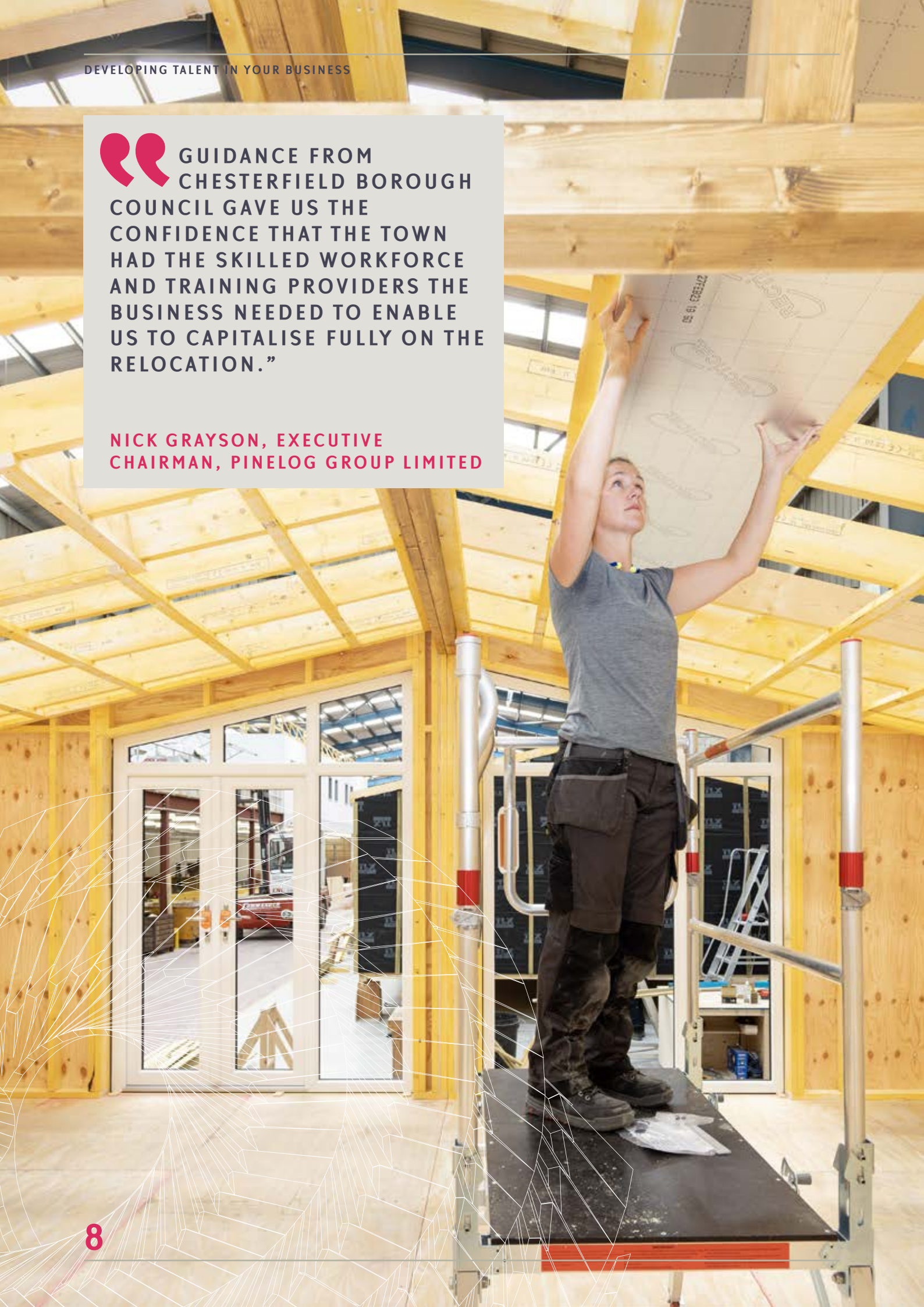
Apprentices can help to develop an agile, adaptable, and productive workforce. Our adviser can support you with employing an apprentice and help you access apprenticeship funding, including through the Apprenticeship Levy.

ACCESS TALENT

Our adviser will support you to access a range of skills support and funding streams to help with recruitment and talent development.

Want to know more? Contact Chesterfield’s Skills Brokerage Service to discuss your business needs.





**GUIDANCE FROM
CHESTERFIELD BOROUGH
COUNCIL GAVE US THE
CONFIDENCE THAT THE TOWN
HAD THE SKILLED WORKFORCE
AND TRAINING PROVIDERS THE
BUSINESS NEEDED TO ENABLE
US TO CAPITALISE FULLY ON THE
RELOCATION.”**

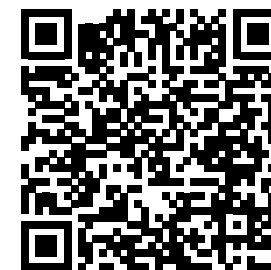
**NICK GRAYSON, EXECUTIVE
CHAIRMAN, PINELOG GROUP LIMITED**

SUPPORTING INWARD INVESTMENT

For businesses looking to invest in Chesterfield, we can provide a tailored package of support to meet your recruitment and skills needs.

Nick Grayson, Executive Chairman, Pinelog Group Limited, said: “After more than 40 years based in Bakewell, moving the entire Pinelog operation to Chesterfield in 2022 was a huge step; however, it was also an opportunity to modernise production. Guidance from Chesterfield Borough Council gave us the confidence that the town had the skilled workforce and training providers the business needed to enable us to capitalise fully on the relocation.”

Are you considering relocating your business?
Find out more about investment opportunities in Chesterfield and the support available to businesses relocating.





HAVING HOSTED SEVERAL TOURS AT MY OWN BUSINESS, I'VE SEEN FIRST-HAND HOW IT INSPIRES THOSE THINKING ABOUT THEIR FUTURE OPTIONS. WE KNOW A CAREER IN MANUFACTURING CAN BE EXTREMELY REWARDING, AND OUR SECTOR NEEDS TO KEEP GENERATING A STRONG PIPELINE OF TALENTED INDIVIDUALS FOR THE FUTURE TO KEEP OUR BUSINESS AND WIDER ECONOMY THRIVING."

IVAN FOMIN, MANAGING DIRECTOR, MSE HILLER

NURTURING FUTURE TALENT: ENGAGEMENT WITH SCHOOLS, COLLEGES, UNIVERSITIES AND THE COMMUNITY

There are a number initiatives in Chesterfield that provide businesses with the opportunity to develop a future pipeline of talent, enhance social value activity and support young people with their careers decisions:

1. OPEN YOUR DOORS TO INSPIRE YOUR FUTURE WORKFORCE:

Invite students from schools, colleges, and universities to step into and be inspired by the professional world of work, gain valuable insight into the skills required by the sector and find out more about the range of careers available.

2. SUPPORT EDUCATION PROVIDERS BY OFFERING EMPLOYABILITY ADVICE:

Get involved with activities such as interview days, sharing industry insights or partner with a local school or college as an enterprise adviser to help them develop a strong careers programme that is aligned to employer need.

3. MEET AND DEVELOP YOUR FUTURE TALENT PIPELINE:

Participate in careers and recruitment fairs and community showcase events to connect with and recruit future talent.

4. SHARE JOB AND APPRENTICESHIP OPPORTUNITIES WITH EDUCATION PROVIDERS:

Bridge the gap between education and the workforce by regularly sharing job and apprenticeship opportunities with schools to widen your talent pool.

5. HELP SHOWCASE THE WORLD OF WORK TO TEACHERS AND TUTORS:

Collaborate with teachers and tutors to give them a deeper understanding of the evolving world of work and the range of training and career pathways available to help them deliver the skills development required by your industry.

Interested in learning more? Sign up for our newsletter to receive regular updates on opportunities to engage with the community.



THE CHESTERFIELD SKILLS AND EMPLOYMENT PARTNERSHIP WAS ESTABLISHED IN JUNE 2023 TO FACILITATE BETTER CO-ORDINATION OF SKILLS AND EMPLOYABILITY ACTIVITY IN CHESTERFIELD AND INCREASE AWARENESS AND ACCESSIBILITY TO SKILLS PROVISION, EMPLOYMENT, AND APPRENTICESHIP OPPORTUNITIES. THE COLLECTIVE AIM OF THE PARTNERSHIP IS TO ENSURE THAT LOCAL PEOPLE HAVE THE RIGHT SKILLS TO SUPPORT PROGRESSION IN THE LABOUR MARKET AND BENEFIT FROM FUTURE EMPLOYMENT OPPORTUNITIES.



SCAN THE QR CODE FOR MORE
INFORMATION AND HELP

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CHESTERFIELD**



CHESTERFIELD
BOROUGH COUNCIL



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