Kendal College

Working with Kendal College

A Guide for Employers

At Kendal College, we see ourselves as more than a place of learning, we are a partner in your business's growth and success. In today's rapidly evolving marketplace, the link between education and industry is more crucial than ever. This guide is designed to help employers like you tap into our resources, from apprenticeships and work placements to bespoke training, empowering you to build a workforce that meets the demands of modern industry.

We strive to create mutually beneficial partnerships that not only enhance student learning through real-world experiences but also meet your strategic business objectives. Our dedicated teams work closely with local employers to understand your unique needs and tailor our support.

The benefits for your business

- New talent
- Fresh perspectives
- Support your local community
- Staff development

Discover the benefits of working with schools & colleges in this national guide



Apprenticeships

Partnering with us means investing in the skills and expertise of your team to ensure your future business success. Our apprenticeship programmes deliver high-quality, practical training that integrates on-the-job experience with targeted classroom learning.

Whether you're welcoming brand-new talent or upskilling existing staff, our flexible delivery model ensures all participants gain the essential knowledge, skills, and behaviours they need to succeed. We offer a comprehensive range of apprenticeships, from foundational Level 2 qualifications to advanced Level 5 programmes.

Benefits to your business

• Government incentives are sometimes available to employers who take on an apprentice, from October 2026 you could qualify for up to £3,000 in incentive payments*
• Opportunity to influence college delivery.
• Training a member of staff incurs little to no cost.
• Enhance and develop your current workforce.
• Apprentices will continuously increase their knowledge.
• Train apprentices specifically for your business needs, ensuring they acquire the exact skills required.
• Apprentices will help you to retain staff, as they will feel you have invested in them and their career development.
• Supporting apprenticeships can improve your company's reputation, demonstrating a commitment to developing the next generation of workers.

How we support you

•A dedicated facilitator to assist with the sign-up process, progress monitoring, and act as your key contact at the college.
•Tutors with extensive experience and knowledge in their respective industries.
•Regular reviews and target setting.
•Specialist Functional Skills tutors.
•Assistance with advertising apprenticeship vacancies.

Key points

• You must have a PAYE scheme set up and use this to pay your apprentice.
• The apprentice must have a contract of employment for the full duration of the apprenticeship.
• The apprentice's job role must be relevant to their apprenticeship programme.
• Your apprentice must be paid at least the minimum apprentice wage – see: gov.uk/national-minimum-wage-rates
• 20% of contracted hours are spent training (usually 1 day per week in college, paid)

We run apprenticeship training in the following sectors:

• Accounting (AAT)
• Agriculture
• Business Administration
• Multi-Channel Marketer
• Carpentry & Joinery
• Customer Service
• Early Years
• Electrical Installation & Maintenance
• Engineering
• Hairdressing & Barbering
• Health & Social Care
• Hospitality & Catering
• Motor Vehicle
• Pharmacy
• Plumbing & Gas
• Property Maintenance

*please see www.gov.uk/employing-an-apprentice/get-funding for full qualifying criteria



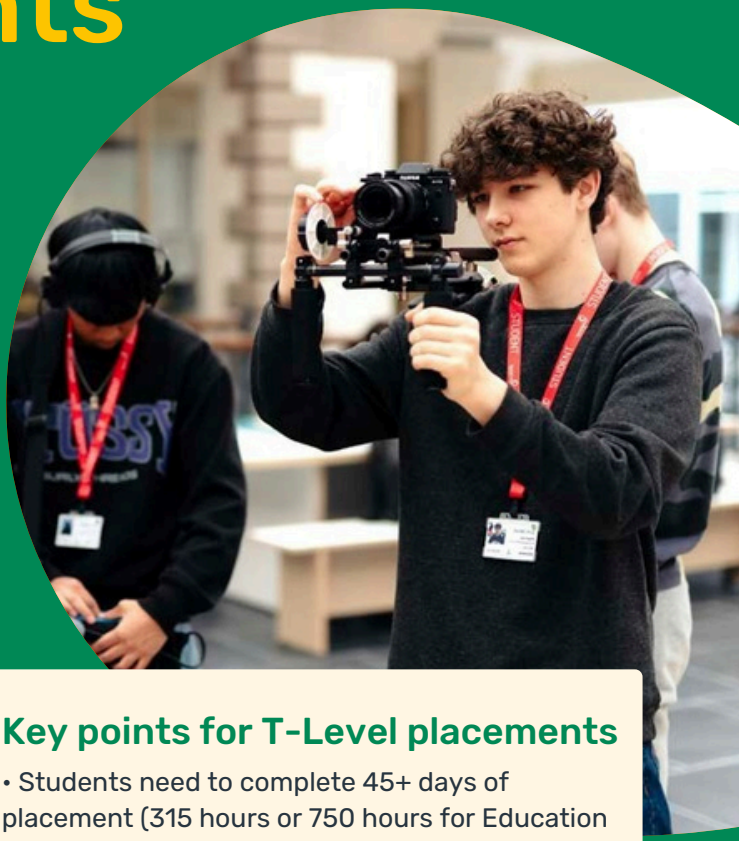
Find out more

kendal.ac.uk/apprenticeships
apprenticeships@kendal.ac.uk
01539 8174616

Work placements

We are committed to bridging the gap between academic excellence and practical industry experience. By collaborating with us, you not only gain access to fresh talent but also play a pivotal role in shaping a future- ready workforce.

Student placements are tailored to suit students' existing qualifications and career aspirations. They are for a minimum of 35 hours, which can be a one-week placement or spread over several weeks.



We also have longer (45+ days) T-Level industry placements available in the below areas:

- Agriculture
- Animal Management
- Education & Early Years
- Engineering
- Finance
- Health
- Management & Administration
- Media, Broadcast & Production
- Textiles & Fashion

Key points for T-Level placements

- Students need to complete 45+ days of placement (315 hours or 750 hours for Education and Early Years courses).
- Targets for the students will be decided prior to placement commencing and will be shared with employers at the start of the placement.
- Employers would need engage in a review process for the students as part of the evidence required for the T-level.
- Employers' liability insurance is required.
- Employers would need to fill out a health and safety form.



"85% of our member businesses are struggling to recruit. It's important that businesses talk to the college directly and reap the benefits of having a close working relationship with them."

Rachel Tyson
Head of Partnerships & Projects
Cumbria Tourism

Find out more

kendal.ac.uk/placements
studentexperience@kendal.ac.uk
01539 814700

Other opportunities

Training & Staff Development

We recognise that a thriving business depends on a highly skilled and adaptable workforce. That's why our offer includes a wide range of options, from part-time and flexible distance learning courses to accredited Higher Education (HE) programmes and fully bespoke training tailored to your organisation's needs.

Bespoke training includes, but is not limited to:
- Accounting
- Business management
- First aid
- Food safety
- HR
- Leadership
- Marketing
- Professional communication
- Public speaking

These can be delivered in college or your workplace.

Benefits include:
- One main point of contact.
- Success measured clearly and consistently.
- Content of courses contextualised to your business.
- Experienced and passionate tutors & technicians.
- Tangible results and progress in line with your company strategy and people-focused values.
- Feedback from employers & learners taken regularly.

Find out more
All training: **kendal.ac.uk/employers**
Bespoke training:
lydia.read-potter@kendal.ac.uk | 01539 814771



Our Student Experience Team

Our Student Experience Team support employers with accessing work placements, and provide the following additional opportunities:

- College networking events e.g. Freshers Fair (in Sept), Jobs & Careers Fair (in March), Career Carousels, Business Breakfast etc.
- Online jobs board at **yourbrightfuture.kendal.ac.uk/jobs**
- Sharing employer success stories via our college website, impact reviews and social media.
- Employer talks, career insights, and application support sessions.
- Individualised programmes for employer-led mentoring schemes.
- Co-design and co-deliver curriculum content via project-based, real-world employer briefs, master classes etc.
- Co-developing governance and strategy with best practice sharing, evaluating and tracking destinations.
- Opportunity to use college facilities and resources for joint ventures.

They also provide advice and guidance on:
- Funding resources from government for placement/training purposes.
- Becoming disability confident providers.
- Bespoke workforce development via partnerships in innovation hubs or employer forums.

Find out more
studentexperience@kendal.ac.uk
01539 814700

KendalAlumni

Are any of your employees previous Kendal College students?

Encourage them to join our network so we can celebrate their success and shout about all the amazing things you do!
kendal.ac.uk/alumni

Find out more
kendal.ac.uk/employers

Register your interest
kendal.ac.uk/employer-contact