



# Advance

Issue 3 | July 2024

## Welcome!

It's been a busy few months at Axia HQ. Not only is it peak time for End Point Assessments, but we're also getting ready for the next year and setting up our apprenticeship courses. Here are just a few things we've been up to:

We celebrated 25 years in business, supporting over 7400 learners during this time.

Produced and distributed our brochure – this is a first for us and we hope the stories from our apprentices inspire. We will happily send you a copy if you prefer, please find a link [here](#) to our online version.

We've created a series of short videos to explore and explain about challenges we all face in keeping safe and looking out for each other. Our trainers will use these with apprentices over the coming months.

We welcomed new staff to the team, Lindsay Johnstone has joined us to work on our new exciting senior leader programme, find out more below.

We are monitoring our achievement rates and while we are waiting on some results, this year has seen some incredible results. We have our final results for warehousing – supply chain warehouse operative – and our achievement rate at 80% is heads and shoulders above published national rates (63.5%).

Here's to next year – you know where to come!

*Victoria*



## Celebrating success

**There have been some more amazing achievements since our last newsletter, with another 15 apprentices receiving the highest possible grade.**

Congratulations to everyone, everyone at Axia Solutions are very proud of you; Claudia Asprey, Aimee Barleyman, Kieran Blatcher, Ben Chapman, Joe Coxon, Jacob Davies, Liam Denmark, Mitchell Denton, Harry Earle, Kallum Franklin, Liam Grainger, James Hampton, Jonathan Harris, Azaan Hassan, Benjamin Hibbert, Maisie Hinton-Rudd, Grant Hughes, Bradyn Kemp, Daniel Lloyd, Jay Mahadevan, Matthew Sandbrook, Claire Squire, Rachel Stockin, Slawomir Tomaszewicz, Jake Tongue, Naithan Walker

A huge thank you to their employers; Abalone Graphics Ltd, ABM, Balens Ltd, Big City Print, Churchill China Ltd, Clays Printing Works, Coveris – Boston, CPI UK Management Co Ltd, Crown Packaging, Fridge Spares Wholesale, Inkwell Printing, Landswood DeCoy LLP, NVS, Senior Aerospace BWT, SMK Solicitors, Steelite International, Ultra Electronics, Westrock, Wincanton.

**It is End Point Assessment season at this time of year and we have a number of apprentices taking their assessments. We wish them all the best of luck. Remember to Keep Calm throughout the process.**

## What's new: The IOT Partnership

**We are very proud to be the only private training provider partnering with The Stoke on Trent and Staffordshire Institute of Technology (SOTSIOT), a £22 million initiative for the local area and its aim is to deliver higher level vocational programmes.**

The IOT is a collaboration between Newcastle and Stafford College Group (the lead provider), Stoke on Trent College, Burton and South Derbyshire College, and Keele University. Courses start in September 2024, slightly ahead of the building opening in May 2025. The IOT will be based near the railway station in Stafford.

Axia will deliver some of the Business and Management programmes for the IOT. This will include apprenticeships – Operations/Departmental Manager, Business Improvement and Facilities Management. Don't worry we'll still be delivering these on employer premises and at Axia HQ.



# The IOT Partnership: Our Programmes

## Operations/Departmental Manager

We'll be starting a new operations/departmental manager programme, this is in addition to the delivery on a 1:1 basis. It starts on the 26th September 2024.

Register your interest [here](#)

## Business Improvement

This programme is aimed at driving productivity and efficiency, equipping employees with the skills to analyse and resolve problems, use and develop project skills and monitoring sustained improvement – regardless of sector. If your business needs to reduce waste, improve productivity, develop a competitive edge, think about upskilling your staff with this one.

Register your interest [here](#)

## Facilities Management

If your business is medium or large scale and you are responsible for sites, buildings or estates, this programme may help assure that you have the skilled and competent staff in place. We deliver this flexibly to suit employer needs, no two sites are the same. The programme focuses on leadership, sustainability, commercial acumen, risk and compliance.

Register your interest [here](#)



Level 7  
Senior Leader

## Introducing the Senior Leader

**We have developed and launched a brand new apprenticeship, the first of its kind, the Senior Leader Apprenticeship Level 7 for women.**

This is a collaboration between Axia and Strategi Solutions, where we are working with the CEO Wendy Dean, whose very own passion is to enable women to progress into higher level leadership roles. Born out of the need to address the gender pay gaps and to increase the number of women with higher level qualifications, this programme aims to develop women's confidence, integrity and self-belief. We've seen recent initiatives promoted by the government to enable more women in certain sectors to become leaders, including, financial services, logistics and manufacturing. Now is the time to really make a difference. Find out more [here](#).



◀ Listen to my podcast

# Take on an apprentice

Working with young people and enabling first career steps is fundamental to Axia, we've been doing this for over 25 years. Over the last 8 years nationally fewer 16-18 year olds have started an apprenticeship. This is something we've all got to change, we owe it to our next generations to provide them with the opportunities for earning, learning and being part of the success of our area.

Before I go on and on, why not take a few minutes to consider if this is something you could be part of?

Politics aside, is it viable you could be taking on an apprentice within the next 3-4 months?

Act now, the hiring process for an apprentice can take up to 6-8 weeks. With exam season wrapping up, now is the ideal time to get ahead and find your perfect apprentice. While it's true you can recruit all year, and we do. Now is the perfect opportunity to bring new blood into the business.

We offer first time apprenticeships in:

- Manufacturing Level 2
- Supply Chain Warehouse Level
- Facilities Operative Level 2
- Business Administration Level 3



## let's talk Apprenticeships

For over 5 years, Axia have helped us develop Team Leaders, Improvement Practitioners, Warehouse Operatives as well as helping many of our Production Colleagues achieve qualifications in Maths, English, ICT & Manufacturing Operations.

**We really value the Team at Axia as they not only deliver high quality training for our people, but work with us to provide flexible delivery alongside our busy production times.**

They have helped many of our people achieve internal job moves and we really see Axia as a key skills partner supporting our future and people strategy. We recently celebrated these achievements with our Management apprentices (pictured)."

**David Thomas**  
Training and Development Manager, Siemens



## ◀ Meet Catherine!

**I am curriculum leader at Axia for the Leadership and Management apprenticeships, and am passionate about the Level 5 management, Team Leading level 3, and Business Improvement Level 4 programmes that I deliver and support, and their positive impact on learners and employers.**

I have worked at Axia for 4 ½ years, and been in teaching for 13. My initial career was in quality engineering and then as Company Project Lead at Toyota, where I worked for 20 years. When I left Toyota for family reasons, I wanted to use my original degree together with the industry experience gained to support others in their careers and aspirations, an aim that has certainly been fulfilled over the years and continues to inspire me.

We have recently introduced the Business Improvement Apprenticeship, which focuses on lean six sigma philosophies and approaches, approaches embedded in me from my Toyota years, and approaches which actively bring value to processes and organisations.

The beauty of apprenticeships for me is that they make academic concepts and approaches real, actively developing skills, confidence, approaches and mindsets, which you can see tangibly and intangibly grow over the course of the programmes. Another factor that supports this is the collaboration with the employers and direct line managers, creating a 3-way, partnership which enables stronger skills development, as well as opportunities to gain a broader understanding of the organisation as a whole. A large part of the successes we see is also the individual support we provide to our learners, building relationships and trust to best guide and help them.

I feel very blessed and proud to have been able to support so many learners and witnessed their growth: achieving promotions, wider roles, and importantly becoming confident leaders and managers, who are thus role-modelling values and developing strong teams.



Unit 1, Riverside 2, Campbell Road,  
Stoke-on-Trent, Staffordshire ST4 4RJ

[axia-solutions.co.uk](http://axia-solutions.co.uk)

01782 572 777

e: [apprenticeships@axia-solutions.com](mailto:apprenticeships@axia-solutions.com)