

A background photograph of a young man with light brown, wavy hair and a light beard, smiling warmly at the camera. He is wearing a white t-shirt under a dark green and blue plaid button-down shirt. The background is a blurred indoor setting with wooden paneling and a plant.

being the change



Impact Report 2025-26

axia-solutions.co.uk

Welcome to Our Second Impact Report!

We are excited to share the progress we have made in the community through our apprenticeship and training programmes. Our mission is to develop talent, support businesses and create lasting change in the areas we serve.

Our Mission: Building Success

We pride ourselves on being a cornerstone for the **manufacturing, logistics, facilities and business** sectors. With a **26-year track record** of delivering results for both small and large businesses, we've been instrumental in helping organisations recruit, upskill and grow their workforce.

As one of the **leading apprenticeship providers in Staffordshire and Stoke-on-Trent**, we are very proud of our **OUTSTANDING** rating from Ofsted (July 2025), putting us in the top 5% of training providers.

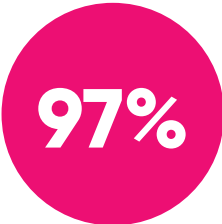
However, even with such an achievement, we are committed to continuous improvement. We will never rest on our laurels. We are here to deliver the best for employers, learners and the wider community.



Our Key Achievements in 2025/26



of our employers surveyed would recommend us to others.



of our apprentices are employed or in further training after completing their apprenticeship, surpassing the national average of 93%.



of our apprentices achieved the highest grade in their end-point assessments.



of our apprentices have progressed in their careers—whether through promotions, increased responsibilities or better job roles.

Upskilling Your Workforce

Our impact is deepening, ensuring we provide people with the skills they need to succeed and thrive.



of our apprentices previously held no qualification higher than Level 2.



of our apprentices are now enrolled in Level 3 or higher qualifications.

Did you know?
We have some of the highest achievement rates for our apprenticeships!



Spotlight on Leadership & Management apprenticeships

Our Leadership and Management programmes are tailored to help organisations grow their future leaders and managers.

Many businesses are now using our leadership programmes in their succession planning strategies.

100%
of our apprentices
gained Distinctions this year!

We are **Staffordshire's leading provider** of leadership and management apprenticeships, and we are in the **top 6% of apprenticeship providers in England** for this subject.



I've gained invaluable knowledge of managing relationships and coaching others. I'm now applying to be a Chartered Manager.

Our apprenticeships:

- **Level 3 Team Leader:**
Enables emerging team leaders to manage with confidence, gaining the skills and practical tools to lead teams effectively, motivate others, and drive performance.
- **Level 4 Business Improvement:**
A newly launched programme to inspire a culture of innovation and continuous improvement, empowering individuals to solve problems creatively, lead projects, and drive efficiency across the organisation.
- **Level 5 Leadership & Management:**
Enables growth and promotion, equipping leaders and managers with the skills to confidently build high performing teams, driving sustained improvement and productivity.
- **Level 7 Senior Leader:**
Supports progression to senior and board roles, equipping leaders with the strategic insight and leadership skills to inspire others, shape direction and deliver long-term growth and transformation.



Our apprentice was able to build wider business knowledge and relationships, resulting in a promotion to a senior management role.

Spotlight on Manufacturing & Logistics apprenticeships

We're committed to supporting young talent entering the manufacturing and logistics sectors with apprenticeships that are hands-on and high-impact.

We continue to play a key role in ensuring that our manufacturing businesses are equipped with a skilled and motivated workforce.

83%
of apprentices
achieve on this
programme.

Compared to the national average of 67%.

Apprentices gain skills in areas such as **problem-solving, health and safety, teamwork** and **waste reduction**.



My manufacturing apprentice gained a strong understanding of health and safety and really grew into their role, becoming more knowledgeable and lean in their working.

Did you know?

Based on our recent results, we are Staffordshire's top provider for Warehousing apprenticeships!

Spotlight on Facilities Management apprenticeships

These apprenticeships open up career progression opportunities, starting from a site operator role all the way to managerial positions.

Our facilities apprenticeships are not just about learning—they're about **real-world impact**.

100%

achievement rate

in our Facilities programmes, making us **one of the top providers nationally**.

“

The project undertaken by our apprentice had a real impact on our business, even contractors noticed their professional development.



Spotlight on Business apprenticeships

Our **Business Administration and Customer Service** apprenticeships are designed to support businesses in developing their administrative and customer-facing teams.

These apprenticeships give learners the foundation to excel in administrative roles, while employers benefit from a more organised, efficient, and motivated workforce.

“

Our apprentice is a breath of fresh air. They have helped with new ideas and ways of working, very much trusted and helps coach others in our department.

Did you know?

We have a **100% achievement rate this year**, which makes us Staffordshire's top provider for Business apprenticeships.

be the change

Encouraging Apprentices to be Outstanding

At the heart of our mission is the belief that we all have a responsibility to contribute positively—whether in the workplace or the wider community.

- Excel
- Fake News & Online Safety
- Artificial Intelligence (AI)
- HR & Employment Law
- Managing Worry & Money
- Careers
- Healthy Relationships

Our “Be the Change” initiative encourages learners to engage in topics that broaden their perspectives and foster personal growth.

This year, we hosted **be the change** weeks, offering workshops and sessions on:

Building Tomorrow's Workforce Today

We are incredibly proud of our achievements this year and we are excited about what's to come.

Together with our partners and local businesses, we are making a tangible difference in the lives of our apprentices and the wider community.



Celebrating our success, together

As we reflect on a year of significant progress and achievement, we extend our sincere thanks to all who have contributed to Axia's success.

Our staff have supported every milestone with professionalism and commitment, our employers and partners have strengthened our mission through collaboration and trust, and our learners, through their determination and effort, continue to inspire our work.

Did you know?

We've been delivering excellent education for more than 25 years!





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