




APPRENTICESHIPS.  
BUSINESS CONSULTANCY.  
UPSKILLING COURSES.

SHAPING  
FUTURES





**In-Comm Training has more than 35 years' experience in the design and delivery of trailblazer apprenticeship programmes, business consultancy and more than 500 upskilling courses.**

Our team of industrially competent trainers and highly motivated specialists are here to help, whether you are an owner-managed company looking to develop your workforce or tap into consultancy, a multi-national company looking for a customised training scheme or an individual looking to start or change their career as an apprentice.

"We produce lifelong professionals, ensuring they have the necessary skills, behaviours and attitudes required to flourish in their chosen career patch. Companies also benefit from an individual who will have an immediate positive impact on their business."

**In-Comm works with the following sectors:**

- Engineering
- Automotive
- Oil & Gas
- Electronics
- Manufacturing
- Aerospace
- Marine
- Legal & Professional

It is estimated that there will be a shortfall of 200,000 qualified engineers over the next 2 years. **In-Comm creates engineers for life.**

# WE ARE OUTSTANDING



Rated by Ofsted as 'Outstanding', In-Comm is now one of the UK's leading providers of training and business services, working across more than 10 sectors and with over 450 different companies. It has developed a simple, but effective approach to bridging the country's skills gap. This focuses on building strong relationships with employers to ensure they shape and get access to programmes that will deliver them the right type of learner, the right upskilling opportunities and the specialist assistance they need to improve quality or business systems.

Our training Academies in Aldridge, the Marches Centre of Manufacturing & Technology (MCMT) in Bridgnorth and Shrewsbury and a number of specialist facilities run in partnership with the Engineering Technology Group have received over £10m of investment to create cutting-edge facilities that house some of the best trainers and experts in industry.

If you are thinking of upskilling/developing your workforce of the future or looking for a partner to manage all of your training requirements, we can help.

**Don't take our word for it, even Ofsted think we are outstanding.**



**33%**  
1/3 OF EMPLOYERS  
ARE PREPARED TO  
LET THEIR APPRENTICES  
SPEND THE FIRST  
12-18 MONTHS OFFSITE



20<sup>+</sup>%

OVER 1/5 OF FIRMS  
HAVE INCREASED NO.  
OF APPRENTICES  
EMPLOYED THANKS TO THE  
APPRENTICESHIP LEVY

## EMPLOYER-LED FOCUS

We are committed to working closely with employers to build strong relationships and ensure we are there to support industry achieve sustainability, improved productivity and growth.

With this in mind, we currently work with a number of strategic partners to develop training across the West Midlands and the UK.

The Marches Centre of Manufacturing & Engineering (MCMT), a consortium of Classic Motor Cars, Grainger & Worrall, In-Comm Training and Salop Design & Engineering, is the headline example.

Together we have created over 40,000 sq ft of dedicated learning space at two facilities in Bridgnorth and Shrewsbury and currently have hundreds of apprentices currently studying towards a career in engineering, manufacturing and professional services.

This approach was adopted when equipping the Aldridge Academy extension, with eleven technical partners signed up to donate expertise and cutting edge-technology, ranging from CNC machining centres and metrology to the latest wire EDM and fluid power section.

## MAKE THE APPRENTICESHIP LEVY WORK FOR YOU!

We are one of the approved Government providers on the new Apprenticeship Register and are working with companies to shape trailblazer pathways so that the training equips the Apprentice with the skills required to make an immediate impact.

Sectors we currently work with include:

- Aerospace • Automation • Automotive • Electronics • Food & Drink
- Marine • Oil and Gas • Nuclear

In-Comm is perfectly placed to offer a complete managed service to your Apprenticeship Levy requirements, ensuring you comply with legislation, get the best possible funding package and design the training your future workforce requires.

All of this will leave your own staff free to concentrate on their own jobs, a 'win-win' situation for employers.



In-Comm is delivering the latest standards and trailblazer programmes with a fully managed service to help organisations with their skills agenda.

**Contact us for a copy of our latest Prospectus.**



## TECHNICAL ACADEMY

# FUTURE-PROOFING WEST MIDLANDS MANUFACTURING



The UK received a major productivity boost recently, with In-Comm launching a new £3m Technical Academy extension.

The additional 24,000 sq ft training space at its HQ in Aldridge has been a true employer-led collaboration with no fewer than 11 manufacturers contributing investment, expertise and input into its creation, layout and the training provision on offer.

Backed by Black Country LEP Growth Deal funding and the capabilities of the Engineering Technology Group, Hexagon Metrology, Mitsubishi Wire EDM and IMI Precision Engineering, the state-of-the-art centre is equipped with world class CNC machine tools, automation, a robotics line, metrology, fluid power stations and a dedicated electrical and electronics section.

It also houses material testing, material handling and grinding capabilities, as well as a 16-seater Mastercam and CIMCO CAD/CAM studio to help students develop their design for.

In-Comm has also attracted the Elite Centre for Manufacturing Skills' new National Power Press and Tooling Centre to its Aldridge academy and this will focus on delivering toolmaking apprenticeships and technical courses.

Over £1.4m has been invested in creating a modern tool room that features a host of new equipment, a full transfer press line incorporating two 110 tonne C frame presses, robot transfer and the latest servo feed technology and decoiling equipment.

Talk to one of our advisors to find out how our world-class Technical Academy can help your business.



 Gareth Jones  
Joint Managing Director

**This is a transformational project for the region and will ensure SME manufacturers have the capabilities and skills to remain competitive.**



# INSPIRING ENGINEERS FOR A CHANGING WORLD

Marches Centre of Manufacturing and Technology [MCMT] operate two state-of-the-art manufacturing training facilities in Bridgnorth and Shrewsbury, providing learners and employers with access to world class apprenticeships and commercial courses.

Led by a consortium of Classic Motor Cars, Grainger & Worrall, In-Comm Training and Salop Design & Engineering, MCMT covers more than 40,000 sq ft of dedicated space, designed with one vision in mind...to 'Inspire Engineers for a Changing World'.

We are achieving this by combining industry-trained assessors with the best equipment, traditional engineering expertise and the latest technology, with more than £5m spent on creating learning

environments that will challenge individuals to fulfil their potential.

This includes access to a dedicated CNC Zone, advanced fluid and power controls and the latest robotics and metrology, not to mention dedicated electrical, heritage, vehicle trim and finish sections.

An Engineering Club has also been launched at MCMT Bridgnorth, which gives SMEs access to technology and production equipment that would usually be out of their reach.

A number of manufacturers are already taking advantage of these capabilities to develop prototypes, explore new processes and overcome production bottlenecks.





FACT

A LOCAL TOOLMAKER  
NOW HAS A WORKFORCE  
WITH AN AVERAGE AGE UNDER

**35** YEARS  
OLD  
AFTER INVESTING IN  
APPRENTICES





## APPRENTICESHIPS

Our trailblazer apprenticeships give individuals the opportunity to combine learning with on-the-job training, working towards a nationally recognised qualification and a guaranteed job at one of over 450 employers we work with every year.

All of our courses have been designed in partnership with companies and we work tirelessly to install the correct behaviours and culture to replicate the working environment and making sure our engineers have the right skills, knowledge and attitude needed to have an immediate impact on the shop floor, in the design room or the offices.

This means many of our apprentices – who can either study full or part-time – are years ahead of their peers studying elsewhere thanks to their ability to learn on the latest technology and our focus on embracing Industry 4.0 and application engineering.

From an employer's perspective, investing in an apprentice will help you:

- Bridge skill gaps
- Create engineers who are developed with your company culture in mind
- Address an ageing workforce
- Make the most of growth and new opportunities

In-Comm will complete a rigorous recruitment process on behalf of companies, with additional safety courses delivered as standard and the opportunity for each apprentice to complete Bitesize courses to support their personal development.

With the Apprenticeship Levy now in place, SMEs only have to pay the apprentice's wages and 5% of the training fees, with the Government paying the remaining 95%. This means firms have cost-effective access to a well-trained member of staff that they can shape into the culture of the business.





## TECHNICAL DEVELOPMENT

In-Comm has developed more than 500 bitesize courses that will give your staff the knowledge and understanding to work in modern-day manufacturing, improving your quality, cost and delivery performance in the process.

Courses are conducted across our three training academies. However, for clients who prefer it, the same courses can be delivered at your company's premises, to individuals or groups of employees. These can also be undertaken to fit in with the demand of your business, including evening and weekend sessions.

One of our training experts will come out and discuss your exact training requirements before developing a tailored action plan and giving you access to our menu of training and consultancy solutions.

### Includes

Basic Metallurgy - Computer Aided Design - CNC Programming - Fluid Power Electronic Controls and PLC - Press Line & Toolmaking - EDM Wire Eroding - Robotics - Electrical Installation/ Maintenance - Metrology - Material Testing - Bitesize Welding Courses - First Line Maintenance and Mechanical Maintenance Skills





## LEADERSHIP & MANAGEMENT

The effectiveness of managers, supervisors and team leaders has a direct effect upon the bottom line performance of any organisation and its ability to improve productivity.

Working with Institute of Leadership and Management (ILM), In-Comm has developed a host of internationally recognised qualifications that will update your leaders and managers skills, with development programmes tailored to suit the exact needs of your business.

These courses are undertaken individually or in groups, either at your company or at one of our three Technical Academies.

### Qualifications include

ILM Level 2 Diploma in Team Leading -  
Management Level 3 - 5 Diploma in Management -  
MBA in Business Administration at the University  
of Wolverhampton

FACT

GIVING YOU THE  
**TOOLS**  
AND TECHNIQUES  
TO MANAGE  
PEOPLE & RESOURCE  
SUCCESSFULLY





## QUALITY COMPLIANCE

Whether you are designing quality systems from scratch, auditing their effectiveness or training staff to operate them, In-Comm Training has a team of experienced industry-professionals to support you in your quest for quality.

Our experts cover all ISO, OSHAS, AS, CE Marking and Investors in People accreditations and have successfully provided consultancy to help more than 150 companies achieve standards that help them supply many of the world's largest car makers and aerospace primes.

As of September 2018, the global TS16949 quality standard for the automotive sector has been replaced with IATF16949:2016.

We can help companies with the transition to the new standard and also provide workshops for up to six members of staff to train your employees to Auditor standard.

*“We would recommend In-Comm to anyone who wants to enhance their business through engaging their workforce in improvement activities as their training and encouragement has been excellent throughout.”*

Anna Lavender - Moog Aircraft Group

DID YOU KNOW?

**IF YOU HOLD  
IATF16949:2016  
AND ONLY HAVE ONE MEMBER  
OF STAFF TRAINED TO  
AUDITOR STANDARD,  
IF THEY LEAVE SO DOES  
YOUR STANDARD.**



QUALITY • PROCESS • SIX SIGMA

## CONTINUOUS IMPROVEMENT

Business Improvement Techniques (BIT) enable your employees to gain recognition for demonstrating their competence in delivering Quality, Cost and Delivery improvements in the workplace.

Our training programmes deliver true competence and results through teaching knowledge and handholding the learners through real-life commercial projects.

We deliver levels 2, 3 and 4 in BIT alongside a suite of bite size courses designed to upskill existing members of the team on targeted segments, such as 8D, FMEA, and SMED.



CONTINUOUS  
IMPROVEMENT

6σ

SIX SIGMA



SECURING QUALITY  
ACCREDITATIONS



LEADERSHIP &  
MANAGEMENT



HEALTH &  
SAFETY

(ISO9001, ISO14001, ISO18001, IATF16949:2016  
AS9100, ISO/TS22163:017 and NADCAP)





## SAFETY COMPLIANCE

As a responsible employer, you'll want to provide your employees with a safe working environment and develop a positive health and safety culture within your organisation.

The volume and complexity of today's legislation and regulations have made this even more difficult, especially without access to specialist advice, support and training.

We have developed a wide range of packages that will enable you to meet, maintain and surpass the required standards.

These include the design and implementation of health and safety monitoring systems, conducting assessments of your procedures and training employees who are responsible for health and safety.

Our services focus on your company requirements and can be provided on-site at your business or at one of our three Technical Academies.

All programmes are accredited by safety organisations, including IOSH, CIEH, NEBOSH and RTITB

- Consultancy
- Qualifications
- Courses

RESULT

**SAFETY**  
BENEFITS YOUR  
REPUTATION  
PRODUCTIVITY &  
PROFITABILITY



*“In-Comm has provided help and support all the way through our learning process which has really helped our business and the workforce progress. The training provided has been thorough both in their training facility and via an in-house NVQ assessor that comes to our workplace”*

Philip Acton - A&W Precision Tools Ltd



## BUSINESS SUPPORT

In today's competitive global environment, every business needs a little support to help it overcome issues and make the most of growth opportunities.

In-Comm offers a range of courses to help you reach your company's potential and has a long track-record of building relationships based on bespoke solutions and flexible delivery.

- Business Administration
  - Customer Service
  - Microsoft ICT specialist
  - Finance
  - Sales and Marketing
  - Information, advice and guidance
- qualifications and bitesize courses

Contact us to discover how we can help you develop your business.



# OUR CAPABILITIES



ADVANCED TECHNOLOGY & TRAINING PROGRAMMES



APPRENTICESHIP DELIVERY



TECHNICAL UPSKILLING



RESEARCH & DEVELOPMENT



PRODUCT REALISATION - TURNKEY SOLUTION



OPERATIONAL EXCELLENCE



PROCESS IMPROVEMENT & WASTE REDUCTION



DATA COLLECTION & ANALYSIS



AUTOMATION



# OUR VALUES



# INTRODUCING THE IN-COMM TRAINING & MANUFACTURING GROUP (TMG)



In-Comm Training & Manufacturing Group (ITMG) is a consortium of like-minded companies bound together by a shared vision to:

**“Deliver world class advanced engineering skills and business support strategies through hyper-local collaboration.”**

The group is a non-profit organisation and exists to enhance the performance of our members through the sharing of best practice, access to world-class technologies at several technical academies, tailored business support and signposting to funding opportunities.

We are committed to growing our partnerships, giving our companies access to specialist expertise, the latest information and skills support to help them develop their services, increase production efficiency and boost productivity. There is also a determination to

## RESULT

GIVING YOU RESOURCE  
**TO DISCOVER  
THE LATEST  
FUNDING, RECRUITMENT  
& TRAINING  
OPPORTUNITIES**

### Benefits for group members include:

- Monthly visit from a dedicated Client Manager
- Support with Apprentice recruitment and skills matching
- Discounts on more than 100 In-Comm upskilling training courses
- Programme of seminars tailored to member interests and requirements
- Access to grants/funding opportunities
- Unrivalled networking
- A dedicated helpline for employment issues, health and safety, networking and quality

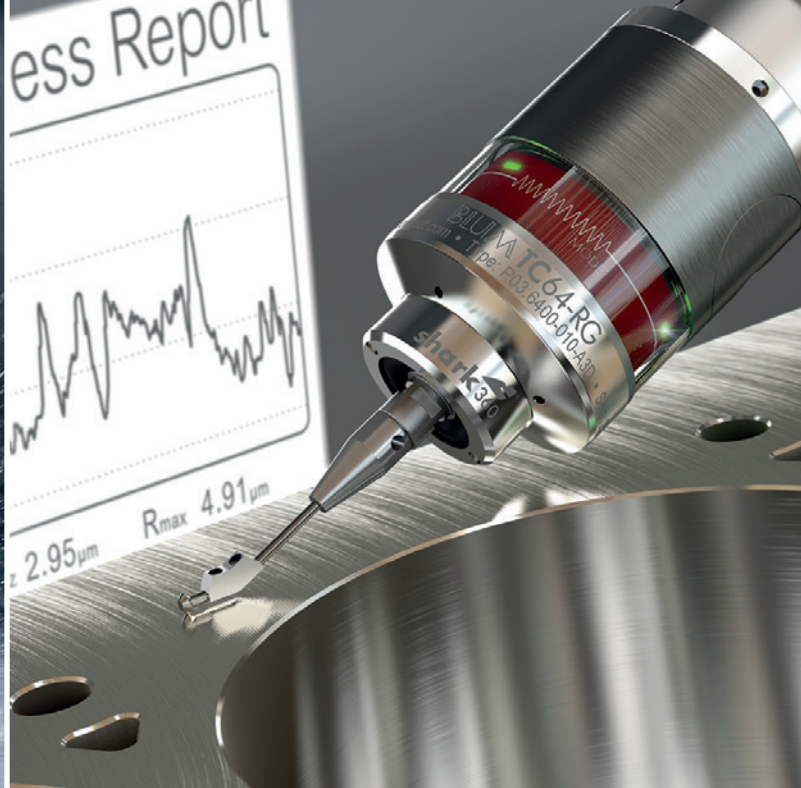
### Technical Partnerships

We are committed to being at the forefront of technical developments and technologies and are looking to develop the most comprehensive Technical Partnership in the UK.

Our current technical partners are:

- BLUM Novotest
- Engineering Technology Group (ETG)
- FBC Manby Bowdler
- Guhring
- Hexagon Manufacturing Intelligence
- HK Holdings
- Hyfore Workholding
- In-Comm Training Services
- WNT Ceratizit
- Moore Stephens

**To get involved, contact us on 01922 457686  
or visit [www.in-comm-tmg.co.uk](http://www.in-comm-tmg.co.uk)**





# SHAPING FUTURES



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