


NORTH EAST

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BUILDING THE TECHNICAL CAPABILITY TO DRIVE THE NORTH EAST'S NEXT PHASE OF GROWTH

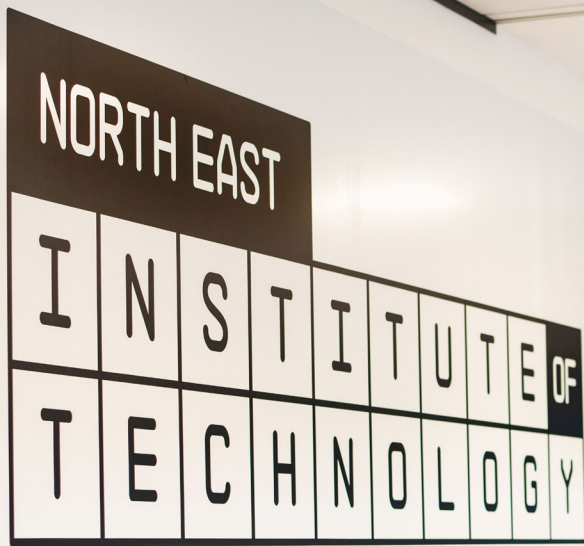


Higher-level
technical expertise
designed around
employers across
the North East's
advanced and
emerging sectors.

Explore what this could
mean for your business.

Email neiotenquiries@neiot.ac.uk
or scan the QR code.





WHY THIS MATTERS NOW

Most organisations are operating with greater technical complexity than they were five years ago. Systems are more digital. Compliance standards are higher. Clients expect more.

At the same time, experienced technical staff are harder to recruit and expensive.

The North East's strength in digital, manufacturing, engineering, construction, business and management, and retrofit depends on deeper technical capability at every level. Without it, growth slows and competitive position weakens.

In rapidly evolving sectors such as digital and AI, capability development must keep pace with change.

Strengthening higher-level technical capability in-house reduces recruitment spend, limits reliance on external consultancy and protects operational performance.

Businesses that invest in technical depth now, will gain a measurable advantage in winning contracts and attracting talent.

If you want to assess where your technical exposure sits, email neiotenquiries@neiot.ac.uk or scan the QR code.



WHAT YOU ACTUALLY GET

We work with businesses of all sizes, from growing SMEs to major regional employers across engineering, manufacturing, digital, construction and technical sectors.

When you partner with the IoT, you are not buying a training course. You are strengthening technical capability inside your business.

That could result in a manufacturing engineer strengthening automation capability; a rail technician deepening systems expertise, or a digital specialist building advanced cyber resilience.

In sectors such as digital, manufacturing, engineering and construction - where the North East continues to grow - this depth of expertise strengthens your competitive position.

We will help you identify opportunities to upskill or reskill employees, or tap into the future talent pipeline from courses we run. Learning is aligned to real operational priorities, so impact is visible during delivery. This means capability improves while the employee continues contributing to revenue.

Before anything begins, we clarify the role you want strengthened, the outcome you expect and how progress will be reviewed.

Want to explore what capability your business could strengthen next?

Email neiotenquiries@neiot.ac.uk or scan the QR code.



HOW ENGAGEMENT WORKS

It starts with a short conversation about where pressure is building.

We discuss the roles that are hardest to recruit, the areas where projects stall, and the technical capability you will need over the next year.

Strengthening internal technical depth at any level improves readiness for contracts within regional and national supply chains.

In many cases, employer contribution is significantly lower than the cost of external recruitment, and funding contributions are explained clearly at the outset.

From there, we outline a practical route forward. That may involve developing one existing team member against a defined challenge. It may involve building a progression pathway to reduce future recruitment pressure.

Before delivery begins, we agree what success looks like in commercial terms. That could be reduced downtime, improved efficiency, stronger in-house expertise or readiness for new contracts.

You have a named contact throughout. Progress is reviewed formally. Adjustments are made if required.

This is structured support, not open-ended training.



Start with a focused discussion about your current pressures.

Email neiotenquiries@neiot.ac.uk or scan the QR code.



WHAT MAKES THE IoT DIFFERENT

Many employers already invest in internal development. Others use private providers when a short-term need arises. The North East IoT offers something different.

Employers gain access to specialist facilities, advanced equipment and technical expertise aligned to digital, manufacturing, engineering, construction, business and management, and retrofit. This depth of capability would be difficult to replicate independently and can reduce reliance on external contractors.

The North East IoT is not one single site. It connects colleges, universities and employers across the region, including New College Durham, East Durham College, Middlesbrough College, Tyne Coast College, Newcastle University, Bishop Auckland College and Hartlepool College to strengthen higher-level technical skills that support evolving supply chain standards and sector growth.

Provision is employer-led and delivered through applied, work-based learning. Employers sit on advisory boards, shape what gets built and bring real operational challenges to the table. The IoT's role is to turn that intelligence into programmes that work.

Find out more here:
neiot.ac.uk/partners

We complement internal development. We deepen technical capability where it matters most.

If you would like to understand how this compares to your current approach, email neiotenquiries@neiot.ac.uk or scan the QR code.



RISK REDUCTION AND FLEXIBILITY

Committing to skills development should feel controlled and commercially sound.

Learning is structured around live business projects, so contribution continues while capability deepens.

Built-in review points ensure investment remains aligned to commercial priorities and allow adjustments where required.

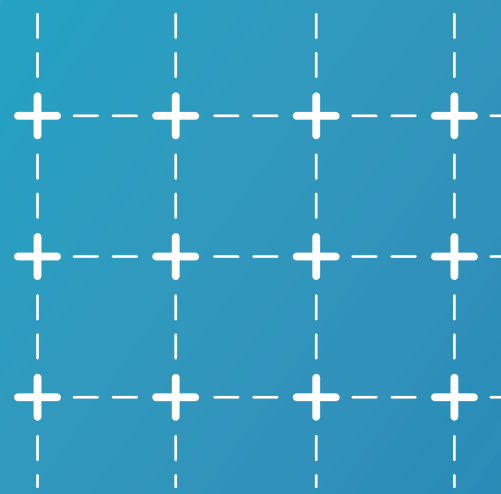
Funding contributions are clarified at the outset. There are no hidden stages or unexpected obligations.

Many employers begin with one learner aligned to a defined objective and expand once value is evident. Clear progression pathways can also strengthen retention while deepening technical capability.

If you want to explore a low-risk starting point, email neiotenquiries@neiot.ac.uk or scan the QR code.



ESH GROUP AND THE NORTH EAST INSTITUTE OF TECHNOLOGY



Darush Dodds
Director of Corporate Affairs and Social Value
Esh Group



What happens when industry pulls up a chair?

Esh Group is one of the North of England's largest construction businesses, operating across the civil engineering and infrastructure, affordable housing, and commercial build sectors.

With around 70 apprentices active at any given time - around 55 of whom study at colleges that form part of the North East IoT, covering everything from business admin and quantity surveying to project planning - they're not short of initiative when it comes to skills. But when the North East IoT came along, they saw something they couldn't replicate alone.

A seat at the table

That shift - from leading to collaborating - is at the heart of what the North East IoT offers employers of all sizes. Esh had the relationships, the resource and the drive. The IoT gave them a regional table to sit at alongside other businesses and education providers they wouldn't otherwise have been in the room with.

For smaller businesses in Esh's supply chain, that table exists too - and the work done by anchor employers like Esh helps shape provision that benefits the whole sector.

Darush Dodds, Director of Corporate Affairs and Social Value at Esh Group, said: "For us, it's about strength in numbers. It's about getting a different perspective."

Horizon scanning

That intelligence flows both ways. The IoT gives Esh sight of what other businesses across the region are facing - and a mechanism to turn that collective knowledge into something practical.

"We are lucky to have so many providers on our board, but we need more input from businesses because we want to collaborate on the development of future programme provision."

Darush Dodds

Director of Corporate Affairs and Social Value
Esh Group

The most tangible outcome of the partnership to date is a groundworker bootcamp, developed through the IoT with Esh as lead construction partner, supported by CECA North East and funded by the Tees Valley Combined Authority.



Ninety-two hours of guided learning over four weeks, designed to take people with little or no construction experience and give them every ticket and certification needed to work on site. Crucially, employers ring-fenced vacancies before training even began.

Seven participants completed the 4-week bootcamp. Six secured jobs, including three with Esh. The programme worked. Within weeks of completion, graduates were starting their first day on site.

More than just training

What made the bootcamp work wasn't just the training. It was the intelligence behind it - businesses around the IoT advisory board identifying a gap, pooling their knowledge of what the role requires, and building something specific enough to matter. That's the IoT doing what it's designed to do - turning employer insight into provision that fills real gaps - for new entrants and existing staff alike.

The same logic applies to what's coming next. Esh is currently working with the North East IoT on understanding the skills implications of district heating network retrofitting - an emerging area of infrastructure work across the region. New technical roles will be needed. Existing ones will need to evolve.

And Esh is already raising questions about emerging capability gaps - from drone operation

for site inspections and surveys, to the digital skills required as construction becomes increasingly technology-led. By getting the right businesses and educators in the same room early, the IoT is helping to ask the right questions before the skills gap becomes a crisis.

Investment in the future

Esh's broader activity - supporting T-level placements, working in schools, bringing real industry challenges into college classrooms - reflects their own long-term investment in the region's workforce. The IoT doesn't replace that. It multiplies it. Through the advisory board, Esh can work with colleges and businesses across the North East much easier than they could on an individual basis. And in return, they get perspectives and challenges from outside their own four walls.

When asked what the best part of the collaboration has been, Darush said: "Better understanding of colleges' problems and frustrations - you can appreciate things more and you can help them solve it if you understand."

For businesses considering involvement, Esh's message is clear. The IoT works because the people around the table are genuinely invested. It needs more of them - particularly businesses willing to bring real operational challenges, whether that's finding talent, upskilling existing staff into higher-level technical roles, or getting ahead of the skills their sector will need next.

START WITH A CONVERSATION

Engagement doesn't require immediate commitment to a programme. It begins with clarity.

We can review your recruitment pressures, growth plans and technical capability gaps, outline the potential impact specific to your organisation, and the level of investment required.

A short discussion often brings practical next steps into focus.

There is no obligation. Only insight.

Employer engagement lead:



Sharon Grant
neiotenquiries@neiot.ac.uk



This campaign is supported by the Gatsby Charitable Foundation as part of its work to help transform technical education in England.

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