



**babington**

# Building Better Futures through Sector Work Academy Programmes

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# We are uniquely equipped to help

Babington is uniquely equipped to help you open new recruitment channels and reduce your time to hire.

Through our Sector Work Academy Programmes (SWAPs) we can help you:

1. Broaden your access to alternative talent pools
2. Hire the right people quickly and develop a sustainable talent pipeline
3. Bring people into your organisation at entry level and train them to support your specific skills and capability needs
4. Support you to be a socially responsible employer, giving opportunity to individuals from diverse backgrounds

High quality training coupled with robust work-experience increases the likelihood of you finding the right people for your business.

## What is it all about?

In a nutshell, we work with businesses like yours to fill entry level roles quickly, and with the right talent.

We design short, effective recruitment and training initiatives to bring the right people in to your potential talent pipeline; upskill and educate them about your business; and place them where you need them most. We

design and run programmes tailored to your needs, and can help you find and place the right people in 2-6 weeks depending on your preferred approach.



Talent and skills requirements are **changing**. When it comes to **finding the right people** to fill your entry level, back office, or customer service roles – whether at volume, to meet seasonal demands, or simply on an ongoing basis - organisations are having to think more creatively about **how to find talent**.



# How we work together

We work closely with you to understand your talent and skills needs that can support recruitment drives across many locations, leveraging Babington's existing partner network and access to candidates

## WE WILL WORK WITH YOU TO ENSURE:

- ✓ All programmes reflect your **company values** and **recruitment standards**
- ✓ Our initiatives meet your **recruitment schedule** and planned interview dates
- ✓ We produce **engaging job descriptions** for roles with career prospects
- ✓ All campaign assets carry **your brand**
- ✓ You are **actively involved** in the process, giving candidates a **true view of your workplace and culture**. This could be a virtual or physical tour of the work-place; job shadowing; meet and greets with your employees; delivery of face to face or virtual sessions with our candidates, **bringing to life what it is like to work in your business**

## TOGETHER, WE WORK TO:

- ✓ Understand your specific **talent and skills needs**
- ✓ **Design and deliver** a short training programme focused on preparing the **potential employees** to work in your organisation, where candidates will achieve a **nationally recognised qualification**
- ✓ Promote our Academy and **your vacancies**, using our network of Job Centre and Re-Start partnerships
- ✓ **Prepare** the candidates for interview
- ✓ Work with you on one-off **recruitment drives**, or schedule **ongoing recruitment**

## WHAT IS THE EMPLOYER CONTRIBUTION?

- ✓ There is no cost to your business
- ✓ The delivery of the training is fully funded by the Government (direct to Babington)
- ✓ Many companies use specialist methods of recruitment, for example through online aptitude testing. If your usual recruitment process means you cannot commit to the guaranteed job interview, then alternative arrangements can be made to support participants through your recruitment process. Participants should be offered a guaranteed job interview wherever possible.

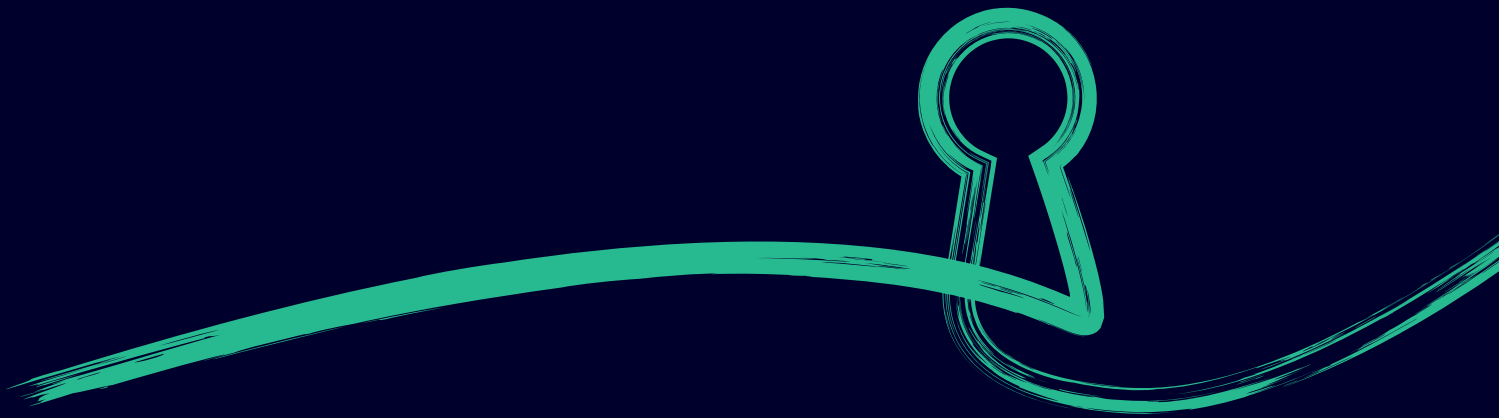
## ADDITIONAL INFORMATION:

1. We can run multiple recruitment drives across many locations concurrently
2. Candidates will be 19+ and therefore eligible to progress with you to an apprenticeship if this is something your business wants to explore
3. SWAPs allow you to leverage Babington's existing partner network to access candidates
4. Ideally there should be at least 5-10 vacancies available, as we look to run the course with 20 people, we may run the course on behalf of more than one employer to ensure that we have great job prospects lined up for all of our learners
5. Please note, as part of the programme design you will need to commit to interviewing candidates at the end of the process

### Find out more about SWAPs.

SWAPs can be run as one-off interventions, or planned as part of a regular, wider recruitment strategy. As these are government funded initiatives, there is no cost to organisations provided candidates are given the opportunity to interview for relevant roles at the end of the programme.

[Explore Sector Work Academy Programmes →](#)



Ready to **supercharge**  
your talent pipeline?

## CONTACT US

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