

# Two-Way Street

LEADERSHIP  
EXCHANGE

Leadership Exchange in the  
Logistics sector



Buxton and  
Leek College

## LEAD CONTACT

**Len Tildsley** - Principal

## EMPLOYERS

Chartered Institute for Logistics and Transport  
The East Midlands Logistics Centre  
The Institute of Couriers  
Lomas Distribution Tarmac  
Diamond, Nelson, Briggs, CEVA, JC Balls

Commissioned and funded by

The  
**Education  
& Training  
Foundation**

Programme delivered by



## Introduction to Two-Way Street

The nature of work is continuously and rapidly changing as employers engage with the opportunities and challenges posed by digital technology, globalisation and economic developments, resulting in transformations to existing as well as new occupations and business processes that demand new skills and capacities.

Pathways into professional and technical work for learners as well as the reskilling of the existing workforce increasingly require employer-education and training partnerships that can utilise their respective expertise - occupational, business process, curriculum and pedagogic – to plan, design and deliver innovative education and training. Nine Two-Way Street employer-provider Leadership Exchange partnerships, involving large, small and medium-sized enterprises and supported by the Education and Training Foundation explored out how these types of partnerships might work in practice.

In the nine projects leaders from both business and education and training identified ways of working together to enhance productivity, employment and training opportunities in the local, regional and ultimately national economy.

Strong and dynamic partnerships can provide the basis on which professional, technical and vocational education not only keeps pace with changes in work, but can also lead the way by acting as a seedbed for innovation at work and in education.



During discussions for Two Way street, local employer, and multi generation haulage company, JC Balls had the top brass out to talk education in sector with Transport Minister Claire Perry and local training provider Allison Kemp, AIM

## Leadership Perspectives

The commitment of leaders from organisations involved in the Logistics and Transport sector to the Leadership Exchange, recognized the essential need to meet together to address serious staff and skills shortages in this vital sector in the East Midlands. Through the face-to-face meetings, providers, employers' associations, larger employers, Small and Medium-sized Enterprises (SMEs), the Derby, Derbyshire, Nottingham and Nottinghamshire (D2N2) Local Enterprise Partnership (LEP) were able to build on pre-existing relationships through wider dissemination. Organisations were able to produce mutual understanding of the needs of others by sharing aims and objectives, successes, challenges and resources. In particular, the schools sector joined the Leadership Exchange in recognition of the need to build knowledge, develop courses and stronger careers advice in logistics and transport at key transition points for students in schools. The project was an overall success. As well as strengthening relationships, the Leadership Exchange produced clear short term outputs and outcomes in a relatively short time frame and agreed a planning framework for longer term goals.



Skillbase tutor at Buxton & Leek college briefs Two Way street team with D2N2 LEP, Univ of Derby & local employers that included Tarmac, Lomas Dist, CEVA

## Project aims

The specific aims of this project were to:

- Increase the number of young people gaining the right skills and personal qualities to enter the logistics and transport industry;
- Ensure that provider delivery meets the needs of employers, to enable more learners to gain employment and for current employees to enhance their skills;
- Increase diversity in the sector, in particular to ensure that both providers and employers take positive action to increase the number of women choosing this as a career;
- Ensure that school pupils are well informed about opportunities and career paths in the sector;
- Develop opportunities to allow the current workforce to be up skilled to meet the changing needs of the sector.



Simon Nelson made strong contribution to the Two Way street project as a local haulier, talking shop with Sec of State for Transport Patrick McLoughlin , Len Tildsley BLC, Tina Heathcote Univ Derby and the Master carmen, Robin Bawtree.

## Project description

The transport and logistics sector is a significant employer in the Derby, Derbyshire, and Nottingham and Nottinghamshire Local Enterprise Partnership (LEP) area with over 28,000 employees. The sector makes an essential contribution to the success of many other sectors, providing the means through which supplies are obtained and goods are transported to markets locally, nationally and internationally.

The *Buxton and Leek Leadership Exchange*, which was focused on the logistics sector, brought together five employers under the leadership of the Chair of the Institute of Couriers, in partnership with Buxton and Leek College, the University of Derby and the D2N2 LEP.

The *Leadership Exchange* provided the opportunity for meaningful dialogue between local employers, national employer representatives, education and training providers as well as with schools and higher education (HE) institutions. Employers and employer organisations including, the Chartered Institute for Logistics and Transport, The East Midlands Logistics Centre and The Institute of Couriers, were very helpful in supporting the programme. In addition, David Arnold, Director of the online careers resource [icould.com](http://icould.com), was recruited to ensure some of the outputs from the project could be included the East Midlands area of this resource.

Through the Leadership Exchange, relationships have developed between key stakeholders. Discussion has stimulated ideas and a greater appreciation of the advantages of a *Two-Way Street* approach to solving personnel and skills challenges in the sector is becoming embedded.



High vis for Two way street team in heavy haulage briefing at Lomas dist, 600 tankers in the High Peak.

## Positive impacts

### For education providers

- Greater interest in courses and apprenticeships offered in the logistics sector;
- Development of actions which will target an increase in the number of females seeking employment within the sector;
- Increase in the work-based relevance of learning within the provider's courses through enhanced links with employers;
- Staff up-skilling of sector knowledge and skills which will provide relevant work based delivery within the classroom;
- Development of a toolkit for schools that will increase awareness of the sector and highlight career opportunities.

### For employers

- Greater awareness of the resources and materials currently available to inform students and parents about opportunities in the logistics sector;
- Stronger links with the D2N2 LEP and greater knowledge of activities related to education and training opportunities across the area;
- Opportunity to contribute directly to the development of a toolkit for schools that will increase awareness of the sector and highlight career opportunities.

### For learners

- Increased work based relevance in their learning, with elements of courses being delivered by employers;
- Enhanced placement and work experience opportunities;
- More carefully tailored courses that meet industry needs and develop the employability skills that are more likely to lead to sustained employment.

## Key learning points

- Employers, employer organisations and providers have a genuine willingness to communicate more effectively about employment opportunities, skills needs and training solutions;
- The exchange highlighted the fact that education providers were not meeting the workforce development needs of the sector;
- The involvement of employer organisations, the university and LEP added real value to the exchange programme.

## Recommendations for developing employer partnerships

- Partners should produce a memorandum of understanding agreed by all the members of the partnership;
- Partners need to consider the priorities of their LEP and build their partnership activities around these priorities.

## Feedback

*'The added value to this project will be to support the professional development of the College logistics training staff in making real-world connections to further their own knowledge and understanding through technical liaison opportunities and professional placements.'*

**(Nicki Moore, University of Derby/Buxton and Leek College)**

## Links and contact details

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