



Transport for
West Midlands
Skills Academy

Transport Skills Academy

A ONE-STOP
DESTINATION FOR
YOUR CAREER
AMBITIONS



Introduction

The Transport Skills Academy (TSA) is a one-stop resource hub that provides access, knowledge, and training to individuals looking to start or develop their career in the transport sector, delivered by trusted employer Transport for West Midlands (TfWM).

The TSA will help to bridge the current skills gap in the industry and aims to create lifelong careers – not just jobs – by upskilling our workforce and encouraging new recruits into a career in transportation.



The Transport Skills Academy forms a vital role in how we respond to the skills shortages across the sector, by providing opportunities that enable the existing workforce and new entrants to the sector – including school leavers, apprentices and graduates – to experience a long and rewarding career in transport.



Mark Corbin
Director of Network Resilience, TfWM

Why do we need the Transport Skills Academy?

By 2035, it is estimated that the West Midlands will need an additional 60,000 jobs to help design, build and operate the region's transport network.

There is an unprecedented demand for skilled transport workers in a range of disciplines, including engineering, digital, transport planning and design, construction and operations.

Our regional workforce represents 10% of the overall UK rail, road and bus workforce. With an ageing population, a high volume of this workforce is now approaching retirement, which will impact our ability to transfer knowledge and skills as well as filling these roles with future talent.

These skills shortages stem from a lack of education in schools and colleges on the transport industry and the practices to upskill the current transport workforce. The TSA aims to provide these resources to increase familiarity with the sector and encourage new entrants, and the career development tools to help the current workforce progress – to ultimately achieve a rewarding and lifelong career in transport.



What does the TSA offer?

The TSA offers a range of resources and support services designed to increase entry into and progression in the sector. We are driving change in our workforce diversity by encouraging more representation of women, non-white workers and 16–24-year-olds in the region.

If you're looking to grow your skillset, are thinking about a new role, or want to make new industry connections to enhance your future career – the TSA is here to help you stand out from the crowd.

Through the TSA you can take advantage of:

- Work experience programmes for students aged between 14 and 18 years old
- Apprenticeship programmes
- Graduate programmes
- Access to a Young Ambassador Network where you can build relationships and connections with like-minded peers
- Learning from industry leaders
- Training and development courses through our transport specific e-learning portal
- Access to professional bodies to help you achieve industry accreditations
- Advice and guidance on your career development
- Centres of Excellence to support critical areas of transport delivery and strategically plan initiatives across the region
- Collaboration opportunities where you can promote your transport-related resources and career opportunities to TSA users
- Industry events and networking
- Upskilling opportunities for your workforce



Who can access the TSA?

Learners (students and apprentices)

The TSA is engaging with learners across the region to encourage young people and new entrants into a career in transport. This includes a range of work experience, apprenticeship and graduate programmes, learning resources through a transport-specific **e-learning portal**, and ongoing careers events and webinars with school students.

Our **Young Leaders programme** welcomes students aged below 18 into TfWM for a week of work experience, twice a year. This structured programme allows students to try out roles in a variety of different subject areas, opening their eyes to the diversity of working in transport. Following their work experience, students join the **Young Ambassadors Network**, which encourages them to stay in touch with their fellow students and keep informed on upcoming job opportunities in the sector.

Our **apprenticeship programme** takes forward the development of new apprenticeship standards, offering apprentices tailored resources to support their sector specific development. Similarly, the TSA coordinates the promotion and recruitment for TfWM's **graduate scheme**, helping them to secure a position tailored to their university experience and interests.

Existing workforce

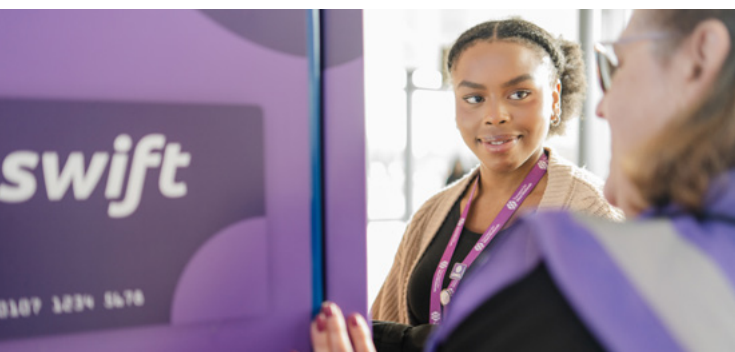
To support our existing workforce both within TfWM and across the region to upgrade their career, the TSA offers training and development resources through a dedicated transport **e-learning portal**. The portal is open to all colleagues, whether it is someone newly appointed into the sector, or someone who is experienced but looking to gain further qualifications in their specialist field.

The TSA helps colleagues to enhance their career development and progression by better connecting them with the right opportunities to grow. This includes access to professional body qualifications, memberships, events and 12-week leaders' courses. Apprenticeships are also open to people of all ages working within transport; it is never too late to learn!

Partner organisations

The TSA works in collaboration with industry partners including Local Authorities, employers, training providers and professional bodies to create career development opportunities fit for our region's future workforce.

We are developing 10 Centres of Excellence in partnership with seven Local Authorities and other organisations to support critical areas of transport delivery and strategically plan initiatives across the region, to enhance learning and career options for the workforce.





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tfwm.org.uk/skillsacademy