




Introduction

Developed by Transport for West Midlands (TfWM) the Transport Skills Academy (TSA) aims to develop high quality future technical leaders by upskilling the existing workforce and encouraging new entrants into a career in highways and transportation.

Why do we need a Transport Skills Academy?

According to EngineeringUK, up to 2024 there will be an annual demand for 124,000 engineering and technicians with core engineering skills, plus 79,000 additional roles which require a mixed application of engineering and other skill sets.

The high demand for engineering has been significantly increased due to the aging workforce , and the Department for Transport has predicted that there would be a skills shortage in the industry of 55,000 jobs by 2020, in areas such as Engineering, Technical Safety Management, Construction Management and Client and Project Leadership . Filling this demand will generate an additional £27 billion per year for the UK economy and to meet this demand the number of engineering apprentices and graduates will need to double.



The shortage of these skills stems from the lack of specifically structured college courses which centre around transport, general unfamiliarity of the sector and the unavailability of practices to upskill the current workforce connected to transport.



Our Approach

The Skills Academy will offer a range of services to support entry into and progression in the sector. We will drive forward the development of new Apprenticeship Standards to help shape occupational training and development where gaps exist. Offer a range of training and development through an E-Learning portal which will allow learning to be carried out at the learners pace and create an aspirational approach for young people entering the sector through schools, colleges, universities and communities.

Our Local Authority partners are supporting the development of the Skills Academy by showcasing their expertise in the areas such as Asset Management, Urban Design, Urban Traffic Control, Road Safety , Winter Service, Traffic Management and Streetworks and Innovation. This is helping to build capability across our Apprenticeship programme.

Having a collaborative and inclusive approach to our services will bring a refreshed approach to tackling the skills shortages and skills gaps that currently exist.

We will work with employers, training providers and learners to create opportunities and development fit for our future workforce in the West Midlands.



Who will be able to access the Transport Skills Academy?

Apprentices

Apprenticeship standards will be invaluable in bringing in both new workers and upskilling current staff. The variety of apprenticeships available means that a wide range of skills can be encompassed, touching on all areas within the transportation sector. Apprentices in the sector will be able to access resources to support their sector specific development.

Existing workforce

Those currently working in the sector will be able to assess their training and development needs and identify courses or learning which best suits their needs. This may be for someone newly appointed into the sector, someone who has gained some experience or qualifications in their specialist field wanting to further their knowledge, skills and development and finally, for those wanting to become experts in their field by gaining professional recognition, becoming ambassadors for the sector and future generations.

Students in years 10 and 12

The focus on school children in years 10 and 12 is a fundamental part of this, both in terms of generating interest and ensuring that we create a future-proof transportation sector with the continued interest from future generations. According to the United Nations, close to half a million youth around the world have taken action on climate change, 84% feel that they need more information in order to prevent climate change and 89% feel that they can make a difference on climate change. This topic is evidently very important to the younger generation, and it is important to create the link between their concerns and how the carbon and environmental plans for the highways and transport industry can affect these. The work with young people will be achieved through a variety of approaches which could include seminars, school roadshows, work placements and access to online learning portals and work experience.

“The creation of a Transport Skills Academy will form a vital role in how we respond to the skills shortages across the sector, and provide opportunities to enable the existing workforce, apprentices and school leavers to experience an exciting career in Transport, Highways and Traffic.”

Mark Corbin,
Director of Network Resilience, TfWM