

# WorkforceDevelopment

NORTH EAST SCOTLAND COLLEGE 

**Grow your business**

**Increase productivity**

**Improve employee retention**

**Gain a competitive advantage**

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## Build for the future with Workforce Development at NESCol

At North East Scotland College, we understand the importance of ensuring the people at the heart of your business have the knowledge, skills and expertise they need to help your organisation develop and grow.

Our Workforce Development team has been created to build on the College's decades of experience supporting the region's employers.

NESCol works closely with organisations in every sector to ensure training reflects the needs of the North East and are equipped to adapt and respond to demand.

Alongside an established range of courses, the College takes an agile approach to creating new programmes with innovation and impact at their core.

Every option is designed to future-proof workforces and to offer individuals the opportunity to develop personally and professionally, enhancing employability through training and qualifications delivered by one of Scotland's most respected further and higher education institutions.

Upskilling and reskilling takes many forms. From one-day short courses to longer term SQA qualifications, every course is designed with student experience as a priority.

## NESCol in numbers

Partnering with NESCol to shape your workforce brings the benefits of scale and experience. The College is one of the largest providers of vocational training and education in Scotland and delivers from its four main centres: Aberdeen Altens Campus, Aberdeen City Campus, Fraserburgh Campus and the Scottish Maritime Academy in Peterhead.



Directly supporting  
more than

**1,200**

businesses

Overall student  
satisfaction

**90%**

A

**£50m**

organisation

Delivering to  
more than

**20,000**

students each  
year

Covering

**2,500**

square miles

Employing

**800**

people



## Meet the team

Building strong, productive and lasting relationships with our commercial clients is important to us.

NESCol's Workforce Development team brings specialist learning and training experience to your organisation.

The team is led by **Iain Cocker** in his role NESCol Business Development Manager. As an experienced business leader, he has played a key role in building the College's provision for more than 12 years. Iain previously worked in the retail banking sector and focused on training, development and competency.

**Cindy Dempster** also has more than a decade of service at the College and serves as a Business Growth Consultant, as well as a member of the NESCol Regional Board. Cindy, as part of her own professional development programme, is undertaking a business management degree through the Graduate Apprenticeship programme.

**Liam Ewen** initially joined NESCol in 2021 to build on the success of the Flexible Workforce Development Fund delivery and is now a Business Growth Consultant within the Workforce Development team. Liam is experienced in retail sales, having worked in the broadcast and telecoms sector.

## Contact:

Contact the team  
Email: [workforce@nescol.ac.uk](mailto:workforce@nescol.ac.uk)

# Testimonials

## Language learning for VisitAberdeenshire volunteers

VisitAberdeenshire is the leading tourism agency for Aberdeen and Aberdeenshire. The organisation runs a Welcome to Aberdeenshire Volunteer Programme, ensuring cruise visitors receive a warm welcome and a positive first impression on arrival in Aberdeen.

With the support from the UK Shared Prosperity Fund, managed by Aberdeen City Council, VisitAberdeenshire was able to invest in translating their Frequently Asked Questions (FAQs) guidance for volunteers into French, German, Spanish and Italian.

The volunteers then joined interactive language classes at NESCol to perfect their pronunciation and grammar. They participated in Spanish and French classes at the end of 2024, followed by Italian and German classes in early 2025. These classes allowed the group to feel more confident assisting visitors in the region, ahead of the cruise season and Tall Ships races this year.

*"The warmth of welcome is central to a great visitor experience, and the capacity and confidence to speak a few words in a visitors' language makes a huge difference. The language classes at NESCol were both timely and welcomed to further strengthen our welcome programme."*

Chris Foy  
CEO, VisitAberdeenshire

## Presentation Skills

*"NESCol's Presentation Skills course was a fantastic experience. The facilitator was a fireball of professional energy and supportive enthusiasm! She had a real gift for putting us at ease and creating a psychologically safe space where we could set aside our anxieties about public speaking."*

*"Throughout the course, I not only picked up practical tips and tricks for effective presenting but also received invaluable feedback that helped improve my practice. Nerves were definitely high in the room when it was time to present, but the facilitator had built such a warm and encouraging environment that it wasn't nearly as daunting as I'd feared."*

*"Overall, it was a hugely confidence-boosting experience, and I left feeling better equipped - and much more comfortable - speaking in front of others."*

Angela Dobbs  
Employer School Coordinator, DYW North East

## Scottish Mental Health First Aid

*"I recently attended the Mental Health First Aider training with NESCol, and I couldn't be more grateful for the experience. The training was engaging, well-organised, and full of practical information that I'll carry forward in both my professional and personal life."*

*"The trainer's expertise and approachable style made complex topics accessible and relevant, giving me the confidence to support others with greater understanding and compassion. I would highly recommend this training to anyone looking to make a positive impact on mental health and wellbeing."*

Nicole Scott  
Executive Assistant, LPPC Environmental Ltd

## Training to suit the needs of your team

There is not a one-size fits all approach when it comes to Workforce Development at NESCol. We're committed to working with clients to find the right solution, at the right time and delivered in the best way to enhance skills and boost productivity.

We offer a variety of modes of study. In-person courses sit side by side with a range of online learning opportunities, all built upon the foundations of the College's track record in learning and teaching.

Our in-person Workforce Development offer is designed with flexibility in mind. Access to the College's wide range of facilities, with campuses home to industry standard equipment and the subject of significant ongoing investment, is a feature of many courses. Alternatively, our expert tutors can travel to your location if on-site delivery is preferred.

A variety of pre-packaged courses have been devised and developed, evolving over time to ensure the latest industry trends, advances in technology and legislative changes are incorporated.

Our team can also build bespoke programmes, working with you to identify training needs and provide customised interventions designed to meet specific objectives.

From family firms to SMEs and some of the region's largest employers, our success in working with a wide range of organisations underpins our ambitious plans to expand the support we provide across the North East of Scotland.

## Venue hire

Did you know you can hire NESCol facilities for corporate events or teambuilding activities?

**From lecture theatres, meeting rooms and our 100-seat theatre to ship simulators, music studios, professional kitchens, our full-dome digital planetarium and cutting edge Esports zones.**

There are a wealth of opportunities to make the most of our modern campuses, and our Workforce Development team is available to guide you through the options, from one-off room hire to full event programmes.

For further information, please Email: [workforce@nescol.ac.uk](mailto:workforce@nescol.ac.uk)



## Apprenticeships

NESCol is the North East's largest provider of Modern Apprenticeships (MA) and other work-based training. We have proudly supported more than **1,000** MAs across the College in 2024/25, and demand from employers continues to grow.

We offer MAs in: **automotive; business and management; care; construction; engineering; hairdressing; logistics and supply chain.**

If you're an employer interested in finding out more about our MA programmes, contact **[MAteam@nescol.ac.uk](mailto:MAteam@nescol.ac.uk)**.

We also work with employers to provide placements for Foundation Apprentices, who study with us as part of their school timetable.

Contact **[schools@nescol.ac.uk](mailto:schools@nescol.ac.uk)** to find out more about opportunities to support the next generation as they take their first steps on the career ladder.

**Find out more about  
Workforce Development  
at NESCol and book  
courses online**

***[nescol.ac.uk/workforce](https://nescol.ac.uk/workforce)***

## Upskill and reskill in areas including:

- **Communication skills**
- **Digital Skills**
- **Employee skills**
- **Engineering and safety**
- **Equality, Diversity and Inclusion**
- **Health and Wellbeing**
- **Human Resources Skills**
- **Leadership and management skills**
- **Project management**

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## Course spotlight

### Presentation Skills

Duration: **1 day**

Location: **NESCol campus or on-site at employer's premises**

Capacity: **Up to 9 delegates**

This is an interactive course designed to give delegates the practical skills to deliver a message with impact.

The training consists of both a theoretical learning and practical experience. Delegates build towards delivering a 15-minute presentation to the group, providing the perfect opportunity to practice newly acquired skills and receive constructive feedback.

The course includes:

- Designing a presentation and delivering it effectively;
- Analysing audience needs – what they need already and what you need them to know;
- Communication skills and body language;
- Structuring your message for impact and learning;
- Appropriate use of visual aids and props;
- Dealing with nerves and fears;
- Planning and handling questions.

## Effective Influencing and Negotiation

Duration: 1 day

Location: NESCol campus or on-site at employer's premises or online via MS Teams

Capacity: Up to 9 delegates

Unlock the power of effective negotiation and influence. This course is designed to enhance engagement skills and act as a guide to help understand the negotiation process.

Participants identify their personal values and the impact these can have on negotiation style. It will also highlight how personality and emotional intelligence play an important role in negotiation outcomes. By the end of the course, delegates will have the skills and knowledge to become a confident negotiator.

The course includes:

- Influencing and engagement skills;
- How influence works;
- Definitions and types of negotiation;
- Your values and how they impact on your negotiations;
- The importance of personality and emotional intelligence in effective negotiations;
- The nature of the gap between you and the other party;
- What win-win really means;
- How to prepare, conduct and close a negotiation.

## Diversity and Inclusion

Duration: 1 day

Location: NESCol campus, on-site at employer's premises or online via MS Teams

Capacity: Up to 12 delegates

This course provides an overview of the the key concepts of Diversity, Equity and Inclusion (DEI). It equips delegates with practical tools, techniques and models that can be used in both a personal and work setting.

Participants use discussion, case studies and role play to practice having clear conversations about diversity and have the opportunity to apply their new skills. All employees can benefit from this training. It may be particularly beneficial for supervisors, managers and leaders, who can learn to apply a coaching conversation approach to inclusion.

It includes:

- The pillars of diversity;
- Recognising unconscious bias in yourself and others;
- Having conversations about diversity and inclusion;
- Dealing with microaggressions;
- What practical measures an organisation can put in place to support inclusion;
- Useful tools and techniques.

**Choose from more than 200 courses online**

## Managing Absence

Duration: 1 day

Location: NESCol campus, on-site at employer's premises, or online via MS Teams

Capacity: Up to 9 delegates

This course is ideally suited for line managers, team leaders or supervisors with operational responsibility for managing attendance at work.

Delegates gain the knowledge and skills to deal effectively with absence and attendance issues in the workplace, in accordance with the client values of integrity and responsibility.

The training covers topics such as:

- The cost and operational impact of absence issues;
- The role of the line manager in ensuring consistency and fairness, and avoiding potential breaches of the Equality Act;
- The key principles of the client attendance management procedure;
- Practical implications of family-friendly policies;
- How to conduct effective return to work and attendance review meetings.



## AI Services

Duration: **1 day**

Location: **Online via MS Teams**

Capacity: **Up to 10 delegates**

Delegates learn how to use AI Generative Prompt Engineering proficiently, supporting the creation of high-quality content for various purposes such as creative writing, marketing copy, social media posts, product descriptions and code.

Learning how to expertly write prompts in a way that returns the best result, and how to fine-tune generated text to meet your specific needs, is at the heart of the sessions and it is ideal for anyone interested in generative AI tools. It is particularly suited to writers, content creators, marketers, social media managers, graphic designers and product managers.

The programme covers:

- Setting up generative prompt engineering in your preferred environment;
- Expertly writing prompts for generating desired text;
- Fine-tuning generated text to meet specific needs;
- Using weights to emphasize certain styles, tones, or themes in your text;
- Creating a consistent series of text outputs.

## Teams and SharePoint

Duration: **1 day**

Location: **NESCol campus, on-site at employer's premises or online via MS Teams**

Capacity: **Up to 12 delegates**

This course helps delegates navigate the various features and functions available on Microsoft Teams and SharePoint. A solid understanding of these packages can significantly improve team collaboration, as well as reducing frustration and supporting teams to become more productive.

It is suitable for anyone who is required to use Microsoft Teams and SharePoint in a professional capacity, and feels that they could benefit from further practice in the indicated learning areas.

It covers:

- Creating new teams and joining existing teams;
- Linking your Office 365 group to your teams;
- Inviting guests from outside of your organisation;
- Creating, managing and deleting channels;
- Chat and meeting features;
- Sharing files, screens and teams links;
- Apps and optional features;
- Settings and customisation;
- Creating and modifying Sharepoint sites;
- Searching within Sharepoint and individual sites;
- Uploading and collaborating on documents;
- Sharepoint and One Drive.

**Speak to our team to discuss bespoke courses**

## Safe Use of Abrasive Wheels

Duration: **½ day**

Location: **NESCol campus or on-site at employer's premises**

Capacity: **Up to 8 delegates**

It is a legal requirement for individuals involved in the use of abrasive wheels to be properly trained. New safety standards for abrasive wheels and grinding machines, along with updated codes of practice for their safe use, have also been introduced.

This course is designed to minimise the amount of disruption and downtime for engineers, while ensuring compliance with legal requirements.

By the end of the course, delegates will be able to:

- Identify the hazards involved with the use of abrasive wheels;
- Select and inspect abrasive wheels;
- Mount, true and dress abrasive wheels;
- Adjust and set work rests and wheel guards;
- Store and handle abrasive wheels;
- Take necessary precautions to minimise the risk of injury from abrasive wheels.

## Menopause Awareness

Duration: **1 day**

Location: **NESCol campus, on-site at employer's premises or online via MS Teams**

Capacity: **Up to 12 delegates**

Training includes information, techniques and strategies to help delegates become more confident in discussing menopause. By removing stigma and providing support to colleagues, the course is designed to help individuals build a supportive environment at work where colleagues can thrive and excel.

Delegates will learn how to:

- Provide a simple definition of menopause and its key symptoms;
- Evaluate some of the impacts of the workplace on those experiencing menopause;
- Demonstrate effective strategies for sensitively engaging with someone experiencing menopause;
- Minimise stigma and discrimination in the workplace;
- Apply best practice to support anyone in the workplace who is experiencing menopause;
- Signpost colleagues to further help and support.



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