

LINCOLNSHIRE

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**TECHNICAL  
SKILLS.  
BUSINESS  
IMPACT.**

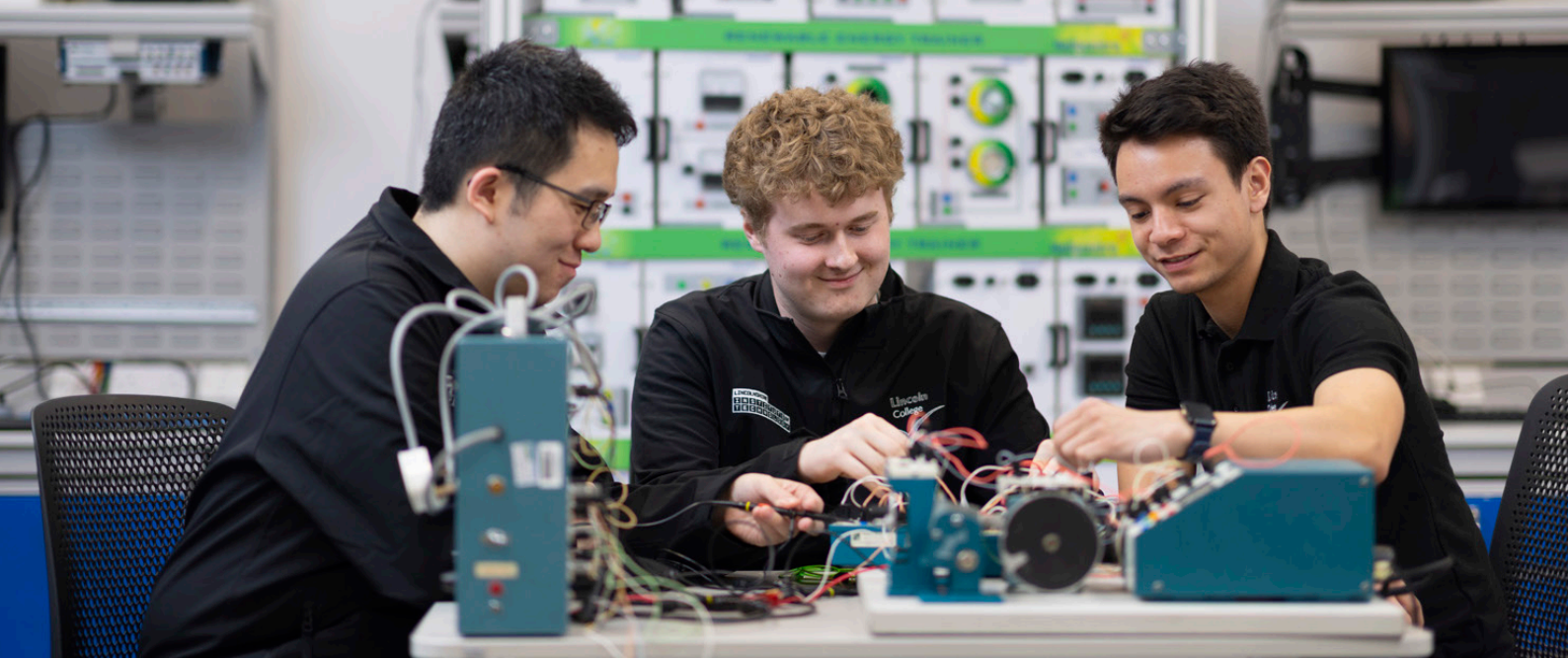
Higher-level  
technical capability  
designed around  
employers across  
Lincolnshire's  
specialist and  
growing sectors.

Explore what this could  
mean for your business.

Email [mlochran@lincoln.ac.uk](mailto:mlochran@lincoln.ac.uk)  
or scan the QR code.







# WHY THIS MATTERS NOW

**Most organisations are operating with more technical complexity than they had five years ago.**

Systems are more digital. Compliance standards are tighter. Clients expect more. At the same time, experienced technical staff are harder to recruit and expensive to replace.

Lincolnshire's economy is shaped by healthcare, engineering and manufacturing, digital, agriculture / agritech and construction. As automation increases and sustainability standards rise, technical capability must evolve alongside operational demands.

In many businesses, delivery depends on a small number of highly capable individuals. When they are stretched, risk increases. Doing nothing rarely feels urgent - until a contract is lost or a key individual leaves.

Lincolnshire's strengths in agri-food, clean energy, defence and advanced manufacturing are evolving rapidly, but as these sectors scale, technical capability gaps risk limiting growth and supply chain readiness. Delivering on that opportunity requires deeper technical expertise at every level.

Experienced technical hires are increasingly scarce and expensive. Instead, developing capability internally can be faster and more controlled.

Strengthening higher-level technical capability in-house reduces recruitment spend, consultancy reliance and operational downtime. It also protects productivity and builds resilience as your market evolves.

Businesses that invest in technical depth now, will gain an advantage in winning contracts and attracting talent.

**If you want to assess where your technical exposure sits, email [mlochran@lincoln.ac.uk](mailto:mlochran@lincoln.ac.uk) or scan the QR code.**



# WHAT YOU ACTUALLY GET

**Lincolnshire IoT was founded in 2019 with a single aim: to improve productivity across Lincolnshire businesses by developing the higher-level technical skills employers actually need.**

We work with SMEs and larger employers across healthcare, engineering, manufacturing, digital, construction and civil engineering, and technical sectors.

When you partner with the IoT, you are not buying a training course. You are strengthening technical capability inside your business.

That might mean a food production engineer improving automation and quality control, an agri-tech specialist adopting new precision systems, or a manufacturing supervisor stepping into a more senior technical role.

It might mean a digital specialist gaining the skills to lead automation projects internally rather than outsourcing them. It could mean preparing a supervisor to step into a more senior technical role with confidence.

Learning is aligned to real operational priorities, so impact is visible during delivery. This means capability improves while the employee continues contributing to revenue.

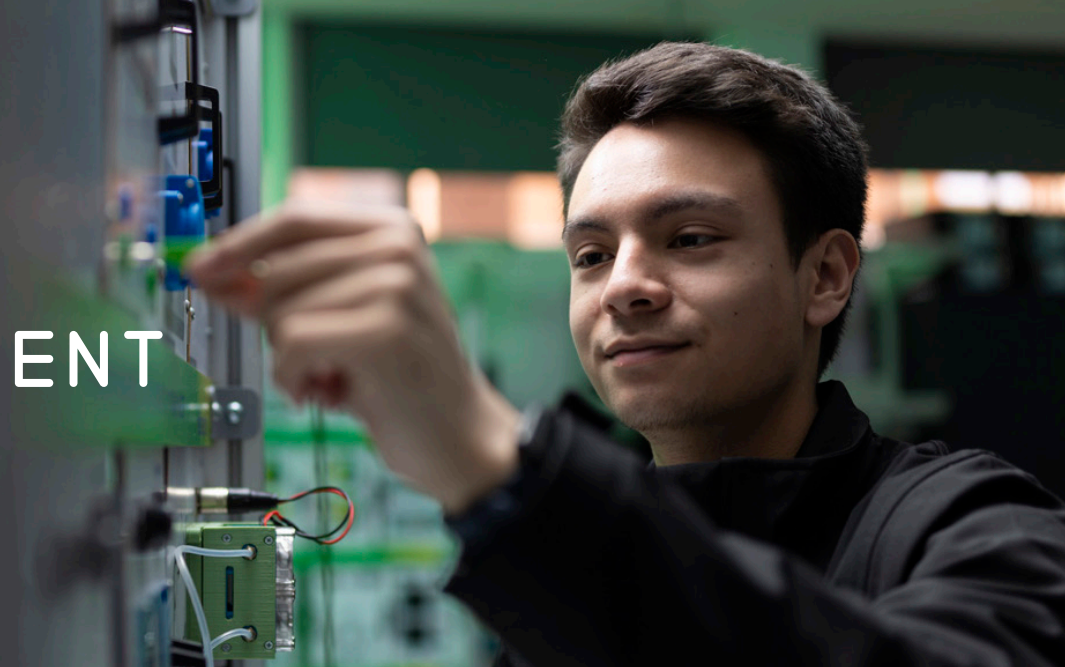
Before anything begins, we clarify the role you want strengthened, the outcome you expect and how progress will be reviewed.

**Want to explore what capability your business could strengthen next?**

**Email [mlochran@lincoln.ac.uk](mailto:mlochran@lincoln.ac.uk) or scan the QR code.**



# HOW ENGAGEMENT WORKS



## It starts with a short conversation about where pressure is building.

We discuss the roles that are hardest to recruit, the areas where projects stall, and the technical capability you will need over the next year.

You do not need a large workforce to benefit. Strengthening internal technical depth at any level improves readiness for contracts within regional and national supply chains.

In many cases, employer contribution is significantly lower than the cost of external recruitment, and funding contributions are explained clearly at the outset.

From there, we outline a practical route forward. That may involve developing one existing team member against a defined challenge. It may involve building a progression pathway to reduce future recruitment pressure.

Nine partner colleges and universities across the county - from Lincoln College - mean delivery is accessible wherever your business is based.

Delivery is structured to ensure accessibility across the county, combining local centres and blended learning to reduce travel impact.

Before delivery begins, we agree what success looks like in commercial terms. That could be reduced downtime, improved efficiency, stronger in-house expertise or readiness for new contracts.

You have a named contact throughout. Progress is reviewed formally. Adjustments are made if required.

This is structured support, not open-ended training.

## Start with a focused discussion about your current pressures.

Email [mlochran@lincoln.ac.uk](mailto:mlochran@lincoln.ac.uk) or scan the QR code.



# WHAT MAKES THE IoT DIFFERENT

Many employers already invest in internal development. Others use private providers when a short-term need arises. The Lincolnshire IoT offers something different.

Through this partnership, employers gain access to specialist facilities, advanced equipment and technical expertise that would be difficult to replicate independently - reducing reliance on external contractors.

Employer partners for the Lincolnshire IoT include Bakkavor (now Greencore), Quickline Communications and United Lincolnshire Teaching Hospitals.

The Lincolnshire IoT brings together colleges and employer partners across the county, including University of Lincoln, University Campus North Lincolnshire, University Centre Grimsby, Boston College, Grantham College & University Centre, Lincoln College, Riseholme College, Lincoln UTC and Stamford College - aligning higher-level technical skills in healthcare, engineering and manufacturing, digital, and construction and civil engineering. Investment in sector-aligned facilities ensures provision reflects real operational demands.

Provision is employer-led and delivered through applied, work-based learning. Employers sit on advisory boards, shape what gets built and bring real operational challenges to the table. The IoT's role is to turn that intelligence into programmes that work.

If you would like to understand how this compares to your current approach, email [mlochran@lincoln.ac.uk](mailto:mlochran@lincoln.ac.uk) or scan the QR code.



# RISK REDUCTION AND FLEXIBILITY

Committing to skills development should feel controlled and commercially sound.

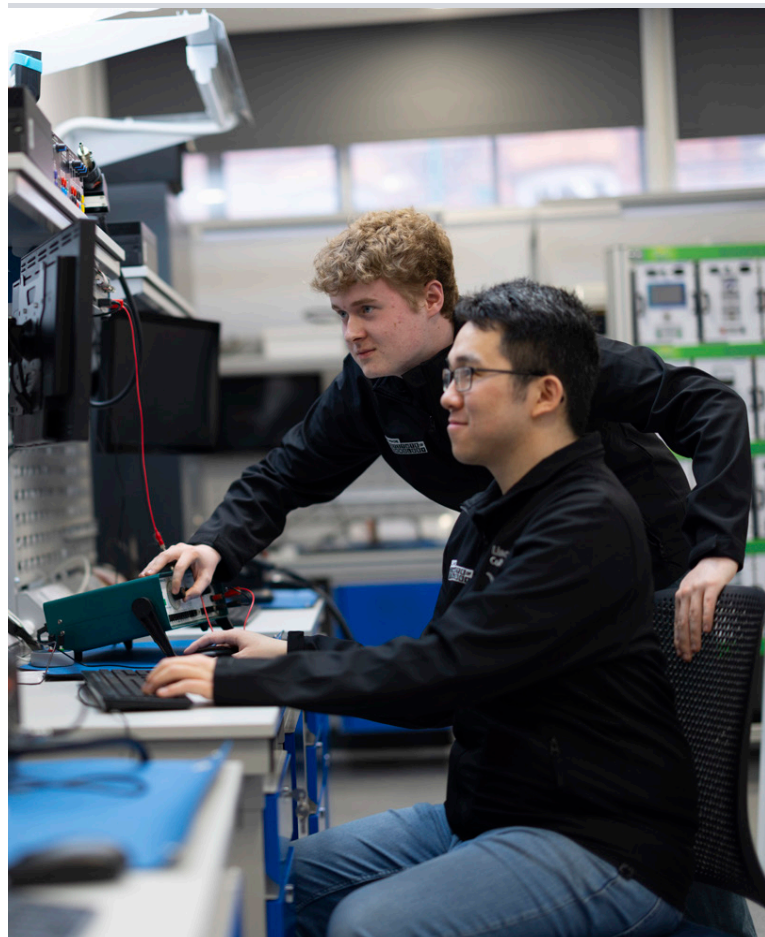
Learning is structured around live business projects, so contribution continues while capability deepens.

Built-in review points ensure investment remains aligned to commercial priorities and allow adjustments where required.

Funding contributions are clarified at the outset. There are no hidden stages or unexpected obligations.

Many employers begin with one learner aligned to a defined objective and expand once value is evident. Clear progression pathways can also strengthen retention while deepening technical capability.

If you want to explore a low-risk starting point, email [mlochran@lincoln.ac.uk](mailto:mlochran@lincoln.ac.uk) or scan the QR code.



# LINCOLNSHIRE COMMUNITY AND HOSPITALS NHS GROUP AND THE LINCOLNSHIRE INSTITUTE OF TECHNOLOGY



**Nicola Altoft**  
Senior Lead for Careers and Employability  
Lincolnshire Community and Hospitals NHS Group

## Young people. Real NHS challenges. Remarkable answers.

The NHS in Lincolnshire is the county's largest employer - and one that knows it needs to change faster than it has. The shift from analogue to digital, the move from hospital to Lincolnshire Community and hospitals NHS group care, the transition from treating sickness to preventing it: these aren't future ambitions. They are current pressures, and they require a pipeline of people who can think about healthcare differently.

That's what brought the Lincolnshire Lincolnshire Community and hospitals NHS group and Hospitals NHS Group Talent Academy to the Lincolnshire Institute of Technology.

The conversation led to the Lincolnshire Health Challenge - an NHS-designed and led initiative that brought together Year 12 and Year 13 students from across the county, including from providers within the Lincolnshire IoT network, to develop practical responses to those three priorities.

The IoT's role was to open doors: connecting the NHS to education providers across a wider geography than the Talent Academy could reach alone, and ensuring the challenge had the breadth of participation to make it work. What the students came up with surprised even the people who designed the programme.

## Ideas

Students competed across three categories aligned directly to the NHS 10-year Plan. The ideas that emerged were grounded, specific and, in several cases, now being taken forward by the NHS digital team.

One winning concept proposed an app that travels with a patient from hospital to Lincolnshire Community and hospitals NHS group care - holding their discharge information, instructions and history in a format that any provider along their journey can access. Another concept focused on continuous patient monitoring. Rather than clinical staff conducting manual observations every few hours, a wearable device feeds live data to a central system, flagging anomalies in real time. It would reduce pressure on healthcare support workers. It would improve response times.

The winning concept offered a personalised health planning tool. The tool would sit on the NHS website, where users can complete a questionnaire to get personalised dietary advice, with GPs able to input and tailor plans. Overall, it would offer an educational overview of nutrition and a digital health tool to help people make informed, personalised food choices and support NHS efforts to prevent diet-related illnesses.

Nicola Altoft, Senior Lead for Careers and Employability at Lincolnshire Lincolnshire Community and hospitals NHS group and Hospitals NHS Group, said: "What made it work was that they weren't inhibited by anything historical. If we'd put this out to our own staff, they'd have come up with ideas shaped by the way things have always been done. These students had none of that. It was a completely fresh perspective - and that's exactly what the NHS needs right now.

"The ideas that came out of the challenge were genuinely impressive. The overall winner is going to the Group Board, but two of the other entries had elements so strong that the digital team is taking those forward as well. These young people were told not to worry about budget - just go for it. And they did."

### Where the IoT comes in

The IoT did not design the Health Challenge, but it opened a door the NHS Talent Academy couldn't open alone.

"The IoT fills a gap we can't fill ourselves," Nicola said. "We can inspire a young person at 14, but we need education providers alongside us to make sure that person gets the right support and progression all the way through to employment. That's what the IoT gives us - those stronger links into providers across Lincolnshire that we wouldn't otherwise have."

The NHS Group's remit - and its established education relationships - sit within Lincolnshire. The IoT's network crosses those boundaries. By engaging with the IoT, the Talent Academy was able to reach providers in North Lincolnshire and North East Lincolnshire - including North Lindsey College and the Grimsby Institute - that would not ordinarily have been part of the programme. The challenge reached further, and the range of ideas was stronger for it.

That boundary-crossing matters beyond this one programme. The NHS is navigating one of the most significant transitions in its history: moving from analogue to digital across clinical and non-clinical functions alike, with a workforce that has not always been brought along for the journey. Addressing that requires earlier, deeper connections with education providers - and the IoT, as Nicola puts it, is the link between inspiring a young person at 14 and ensuring the right training, progression and support is in place when they are ready to enter the workforce.

### The bigger picture

Lincolnshire faces the same challenge as every other region: the technical skills the economy needs are hard to find, expensive to recruit, and too often absent from the pipeline altogether. For the NHS, that challenge is acute. Forty per cent of its roles are non-clinical. Digital capability is needed across every function - and the organisation cannot build that pipeline alone.

The relationship between the Lincolnshire Lincolnshire Community and hospitals NHS group and Hospitals NHS Group and Lincolnshire IoT is still early but the Health Challenge demonstrated something worth building on: that connecting the NHS's workforce priorities to the education network the IoT represents can generate ideas, reach and talent that neither organisation could access independently.

# START WITH A CONVERSATION

Engagement doesn't require immediate commitment to a programme. It begins with clarity.

We can review your recruitment pressures, growth plans and technical capability gaps, outline the potential impact specific to your organisation, and the level of investment required.

A short discussion often brings practical next steps into focus.

There is no obligation. Only insight.

Employer engagement lead:



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This campaign is supported by the Gatsby Charitable Foundation as part of its work to help transform technical education in England.

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Find out more:

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the QR code

