

LANCASHIRE & CUMBRIA

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TECHNICAL SKILLS. BUSINESS IMPACT.

Higher-level
technical
capability
designed around
employers in
Lancashire and
Cumbria.

Explore what this could
mean for your business.

Email employer@landciot.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.

In many businesses, delivery depends on a small number of highly capable individuals. When they are stretched, risk increases.

If a key employee left tomorrow, how exposed would your business be?

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

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

Doing nothing rarely feels urgent - until a contract is lost or a key individual leaves.

If you want to assess where your technical exposure sits, email employer@landciot.ac.uk or scan the QR code.



WHAT YOU ACTUALLY GET

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

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

That might mean an engineer developing deeper diagnostic expertise to reduce downtime. 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.

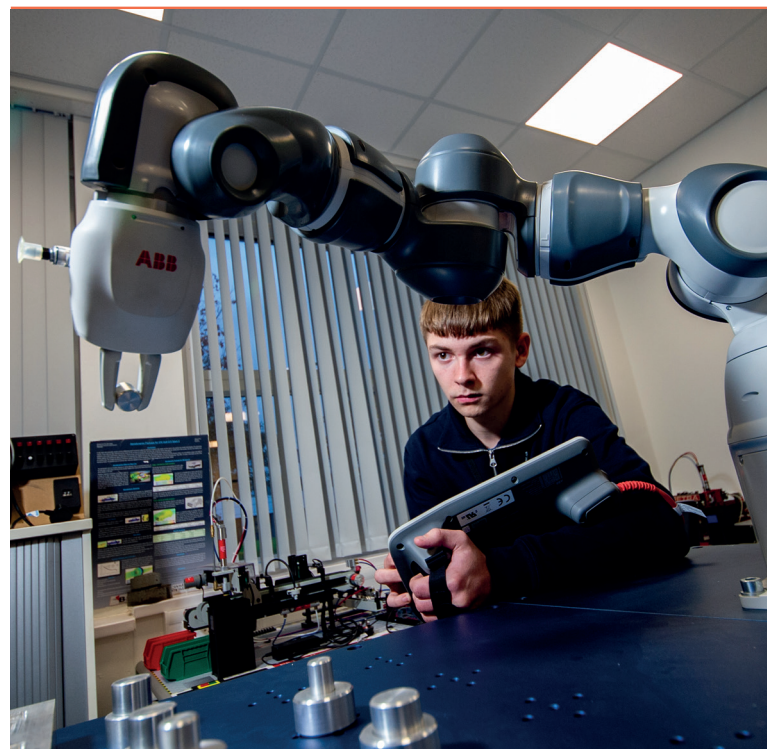
We help you identify opportunities to upskill or reskill employees, or tap into the future talent pipeline from courses we run.

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 employer@landciot.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.

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.

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 employer@landciot.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 IoT offers something different.

The Lancashire & Cumbria IoT is a partnership between eight colleges including Blackpool and The Fylde College, East Lancashire Learning Group, Burnley College, Blackburn College, Preston College, Runshaw College, Lancaster and Morecombe College, The Lakes College, and three university research partners.

Through this partnership, you gain access to specialist equipment and expertise that can reduce reliance on external contractors and accelerate internal capability - advanced equipment and technical expertise that would be difficult to replicate independently.

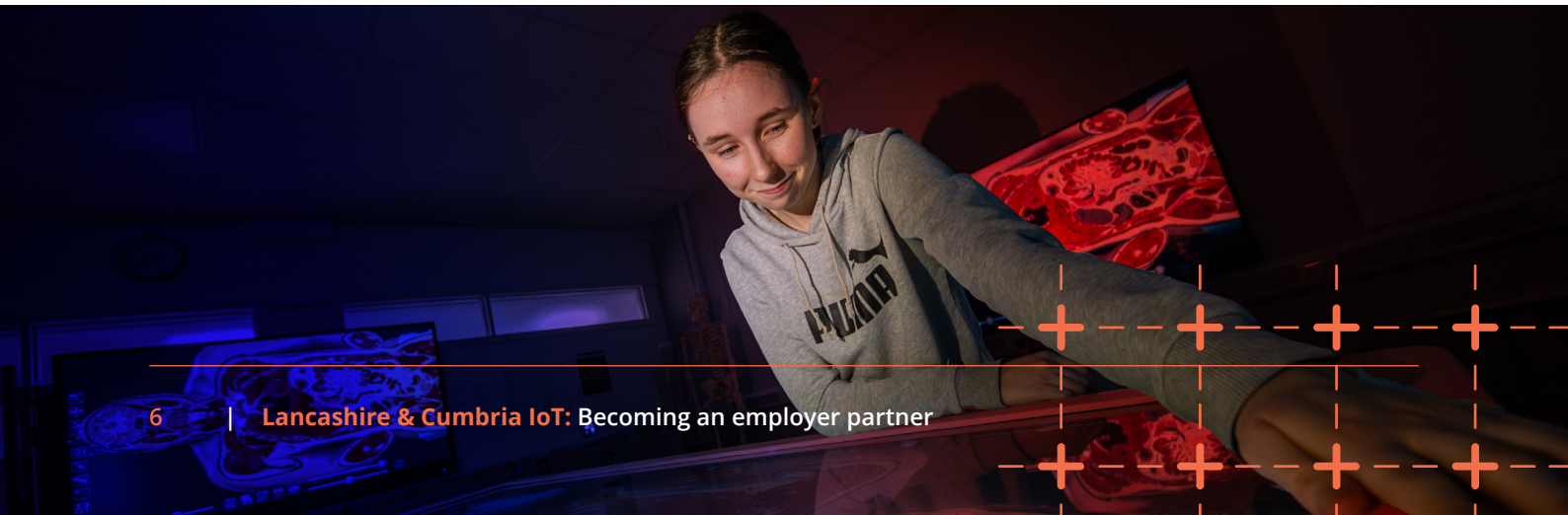
The Lancashire & Cumbria IoT has invested £8.7million in state-of-the-art, industry leading equipment - such as cyber labs, advanced manufacturing equipment and healthcare technology.

Provision is shaped with employer input, ensuring it reflects real-world operational demands rather than generic content.

It sits between internal training and traditional higher education. Practical enough to deliver workplace impact. Structured enough to deepen technical capability.

It strengthens what you already do rather than replacing it.

If you would like to understand how this compares to your current approach, email: employer@landciot.ac.uk or scan the QR code.



RISK REDUCTION AND FLEXIBILITY

Committing to skills development should feel controlled.

Learning is structured around live business projects. Early review points ensure investment remains aligned to business priorities.

Milestones are built into programmes. If additional support is needed, it is provided. If business priorities shift, conversations happen early.

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

Many employers begin with one learner aligned to one defined objective. Expansion happens only when value is evident. Employers often find that investing in progression strengthens retention and commitment.

If you want to explore a low-risk starting point, email:

employer@landciot.ac.uk

or scan the QR code.



FINDING THE PEOPLE WHO CAN DO WHAT COMES NEXT



Ram Gupta
Managing Director
Nybble



Ram Gupta has been running Nybble for over 25 years. The Blackburn-based managed service provider has grown from a retail business into a five-pillar operation covering IT infrastructure, software development, audio-visual, cyber security and AI. In that time, Ram has watched the technology sector change faster than almost any other industry - and he's learned that the only way to stay relevant is to move with it.

That restlessness is what brought him to the Lancashire & Cumbria Institute of Technology as one of its founding employer partners. Nybble could foresee a future skills gap, and Ram wanted to be part of shaping the solution.

"We thought the IoT - the way it was described and the way it was orchestrated, and for the reason it was set up - was a perfect example of how that skills gap could be met. How all the dots could be joined up and you get an all-rounded individual that's skilled, that's relevant and very employable."

Nybble has roughly doubled its headcount since the IoT first approached them and has also gone international with its services - recruiting constantly across cyber, cloud, networks, data, AI and audio-visual. The demand is relentless, and so is the pace of change.

Using all the tools available

"I've never seen the industry being as fast-paced as it is now," Ram says. "Whatever you did yesterday truly changed what you might do tomorrow. You have to use the tools available to you to do the job - and that tool set is constantly evolving."

Last year Nybble brought on several new staff. The roles span the full breadth of the business: network engineers, cloud specialists, cyber analysts, data professionals, AV technicians. And despite the rise of AI - which Nybble has embraced, including acquiring a small AI business in 2025 - they're still recruiting at a swift rate. Technology handles the repetitive; humans handle the judgement.

Curiosity

What Ram looks for isn't a finished CV. It's flexibility and curiosity. "Knowledge isn't power anymore," he says. "Knowledge is at your fingertips - everyone's got it. It's curiosity. We look for curious people that actually want to discover how to solve a problem. Is there a better way? We did it this way last time - how can we do better?"

Alongside curiosity, he values ambition and the appetite to learn. Nybble's approach is to employ, nurture and mentor - taking people with the right mindset and building the technical capability around them, whether that's in-house or through external provision.

“Whatever you did yesterday truly changed what you might do tomorrow. You have to use the tools available to you to do the job - and that tool set is constantly evolving.”

Ram Gupta
Managing Director
Nybble



As an anchor employer and board member, Ram brings the perspective of a business operating at the sharp end of digital change, helping steer what the IoT focuses on and how it responds to what employers actually need.

He's also on the ground: he recently judged an IoT-led competition round as part of The Lancashire Colleges' (TLC) Skills Competition Programme 2025, working directly with students from colleges across Lancashire. He and his fellow judges assessed how they approach real technical challenges in cyber, data and gaming. "It was a real celebration - three very difficult tasks, and you couldn't separate them. They were so good."

The access the IoT offers is something Ram is direct about valuing. "We've never had the opportunity - and I didn't think a business of our shape, size and scale would ever get the opportunity to influence curriculum at such a high level."

But he's equally clear that this isn't just Nybble's gain. The needs of an SME and a large enterprise are fundamentally the same: skilled people, the right talent, someone who'll work hard and grow with you. "Whether you're 60 people or 600, it makes no difference - you need talent, you need skilled people, and you need people that are going to work hard for you."

Be part of the change

His message to other businesses is rooted in the same thinking that got Nybble involved in the first place: you have to be part of the change you want to see. "Get involved. You're not doing it for somebody else - you're doing it for your own business. Think almost selfishly about what your industry needs and then make sure the IoT delivers on that, because that's what the IoT is there for. You can only influence what you're involved in."

And for those who think they don't have the time? Ram's answer is straightforward. "Time will pass anyway, no matter what you do. If you think you're going to do something because it's going to take five years - if you don't do anything, five years will still pass. You're better off doing something."

The talent pipeline that keeps Nybble competitive doesn't happen by accident. It's built by businesses willing to show up, shape the agenda, and invest in the people coming through. Ram Gupta has been doing exactly that since day one.

If you would like to explore similar impact within your organisation, email: employer@landciot.ac.uk or scan the QR code.



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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