



...PROOF THAT TRAINING PAYS

A variety of learning methods has drawn the best from the employees at Imtech G&H (formerly Goodmarriott & Hursthouse). Jacqui Cook, Human Resources Manager, describes how their existing and future workforce are nurtured...

This is what we do...

Our philosophy is to always have a competitive edge by ensuring our employees excel in all areas of skill, aptitude and ability. Training options are available to the whole of the business, allowing individuals, not just apprentices, to progress in all roles. Many become chargehands, site supervisors, project engineers, project managers and, in one case, the managing director.

Our newest innovation is an accredited project management course that has been specifically aligned to project management practice. It not only develops individual skills and ability but may also increase client confidence in the future. Underpinning this is a Trainee Project Engineer programme that supports employees in completing an ONC and HNC in Building Services Management.

No two people will learn in the same way, so we offer a variety of learning methods to suit the individual. This has included flexible learning, distance learning, block college learning, direct one to one training, interactive CDs, shadowing, group workshops and pre-course training – all have produced positive results for both us and the employee.



Training works for us. Here's why...

Our excellent reputation is built on our commitment to employee development at all levels, and in particular to formal apprenticeships, succession planning and senior management training. Projects are consistently carried out our way – both staff and clients know they can rely on this and stay with the company.

We've also discovered that increases in staff performance after training led to better cover during periods of absence, which in turn has reduced costs incurred with agency staff.

We currently employ 40 apprentices yearly and can demonstrate an incredibly low dropout rate, with only one person in the last three years leaving the apprenticeship programme.

Apprentices have been able to pass back their knowledge to their peers, mentors

The case in point

We don't stop at formal training routes. Internally, events such as award nights, bowling nights and away days in return for meeting deadlines or passing exams encourage team spirit and also improve our competitive edge.

Externally, our involvement with the wider community has helped raise our company profile through apprentice events such as school events, supervised site visits, mock interviews, college placements, parent/guardian nights, pre-work training, induction programmes and competitions.

and supervisors, which opens up another avenue of learning to ensure we keep up to date with new schools of thought and technological change.

Our advice to others...

Training helps improve confidence and success rates allowing employees to become more involved in the business as a whole. It invigorates staff and helps generate a qualified, loyal workforce.

Apprentices who start their working life with the company generally have a higher buy in to the overall business aims. For us, trend analysis has shown this to have an impact on retention and promotion. Currently 37% of our site supervisory team and 50% of our engineering staff are past apprentices with an average of 10+ years service. I'm sure others can experience the same benefits as we have.



What a Good Day means to us...

A happy and loyal workforce who deliver a professional service better than our competition. Employees who look forward to coming to work due to job satisfaction and who learn, deliver and achieve something special every day.

*Good Day is brought to you by SummitSkills, the Sector Skills Council for building services engineering, helping you to develop the skills of your employees, making you and your business better equipped to succeed.