



...PROOF THAT TRAINING PAYS

Mike Philo, HR Manager at J&S Seddon talks about the company's formal commitment to upskilling staff that underpins a sound track record in training...

This is what we do...

Seddons plans over 1500 training days annually. Staff development spans across:

- a yearly apprentice intake of around 30 trainees
- 25 professional staff studying towards Higher Education qualifications such as BSc Hons in Quantity Surveying, HNC Building Studies or Foundation Degrees
- manager and supervisor training via a site manager safety training scheme

We also signed the Skills Pledge in 2008, showing our commitment to enable our employees to gain at least a level 2 qualification. For us it's the right thing to do; it's important that we openly demonstrate our commitment to the skills of our whole workforce, not just the technical staff.

In 2008 we also formed a partnership with Stoke-on-Trent College to deliver over 300 NVQs nationally to our experienced employees over the next three years. This was driven by our Skills Pledge commitment, and through a need to enable all site staff to hold a CSCS card, which can't be obtained without a formal qualification.



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

It's difficult to quantify in terms of profit, but we've witnessed reduced absenteeism, better quality and productivity from our staff, a decrease in accidents and improved morale and loyalty.

Because we offer numerous progression opportunities within the company, such as from apprentice to quantity surveyor or trainee manager, we like to think that we're seen as a good employer and a knock-on effect is low staff turnover.

The fact that the current joint managing director of our painting division started here as an apprentice shows 27 years of company commitment to an individual who in turn has shown commitment to us.

The case in point

Our partnership with Stoke-on-Trent College has made the whole upskilling process so much easier to manage. We'd recommend this way of working to any company looking to provide existing staff with NVQs.

By teaming up with a college you secure commitment from them to assist you throughout the whole process, there's no need to assess staff yourself and we've been able to claim funding to support us with the scheme.

It says to the world that we are prepared to invest and positions us as a good company to work for.

Our advice to others...

The industry is now demanding CSCS cards as a matter of course to gain site access. It's fine for companies to say their staff have the right skills, but actually being able to prove they are competent makes the world of difference. Providing your existing workforce with formal qualifications means you're not only demonstrating your team's capability but also meeting official requirements to get you on site.



What a Good Day means to us...

It's when we're working together to achieve common goals. We're one big family here and a good day involves everyone in our team ethic. It's a day with positive outcomes, such as winning or completing contracts, or a day without risk to our employees and business.

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