



...PROOF THAT TRAINING PAYS

When the opportunity of funded training became available to allow his staff to gain a formal qualification, Colin Stych, Service Manager of MITIE Engineering Services (South West) seized the chance...

This is what we do...

We have always carried out training to meet Health and Safety requirements and in areas such as scaffolding, scissor lifts and asbestos awareness to make sure our staff are working as safely and competently as they can. But until recently, our ductwork installers did not have a formal National Vocational Qualification for their trade, because of a lack of structured training provision in the region.

I was referred through our trade association HVCA to use the Train to Gain service and, via the training provider QTS, we were able to upskill eight of our installers who went on to achieve a Level 2 NVQ in Ductwork Installation.

Because of the Train to Gain support all the training and assessment was funded, so the whole upskilling process was presented to us at no cost. We saw it as an excellent opportunity to develop our staff and it also helped us to gain the necessary skills and skill cards needed to get on site.



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

The benefits that we've experienced since undertaking the training have worked both on a company and individual level. For MITIE as a business, we now have installers with a recognised NVQ and are prepared for the increasing regulation and legislation around accessing building sites. Without the proper paperwork, that we now have, it's harder to gain entry to site and would become increasingly difficult for us to operate.

At an individual level, the staff feedback has been great. Their industry is often not looked upon as highly as other trades such as a qualified electrician for example.

The case in point

Our work on a regional level to upskill our staff is underpinned by the whole of the MITIE Group, which in 2007 became one of the first employers to make the UK Government's Skills Pledge, a specific and voluntary promise made by an employer that every eligible member of staff will be helped to gain basic literacy, numeracy and a full Level 2 qualification.

Most learn on-the-job without formal accreditation so, for the team to have a proper qualification available to them, they've appreciated it. Their work has not actually changed a great deal as standards have always been high, but the fact they are now officially qualified is good for both us and the workforce.

Our advice to others...

The whole upskilling process was carried out at no financial expense to us – if any other business gets this opportunity they need to grab it with both hands. Formal qualifications are what clients are looking for these days, so you will not be able to ignore this fact for much longer without it having an impact on your business. Through schemes such as Train to Gain and with the support of training providers all the hard work, cost and effort are looked after.



What a Good Day means to us...

For us it's all about successfully completing a day's work without any hitches to the project and the team have had no difficulties.

*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.