

The Seal of Approval for Apprenticeships

Specialist seal manufacturer develops talent for the future across all areas of their business



AESSEAL is a specialist in the design and manufacture of mechanical seals and support systems supplying products for a wide range of pumps and rotating equipment to a global customer base. The company understands the importance of learning through experience and at the Component Seals Division in Derby there are eight current apprentices and four former apprentices working alongside the existing workforce.

A Structured Approach

Four Business Administration apprentices work in the office and a further four are completing an apprenticeship in Warehousing. AESSEAL operate a rotating work environment for all their learners to give them experience across all aspects of the job and differing customer demands.

“Having apprentices has certainly improved our processes and given us a more flexible workforce”

Within Business Administration the apprentices are moved around different back office disciplines and international customer groups. The warehousing apprentices move around all the tasks required by the operation and within 12 months they've completed their initial NVQ and covered every aspect of their roles from packing and despatching to product inspection, assembly and build.

A Positive Experience

The whole experience has been a very positive one for Stores Co-ordinator, Paul Fancutt. “Having the apprentices has certainly improved all our processes and it means we have a more flexible, multi-functional work force. We can move staff around to accommodate shifts in demand in different areas and can process our orders more effectively and efficiently.”

“It keeps us on our toes and enables us to plan better. We're constantly training our staff, so over a period of time we have developed more formalised instructions on processes and customer requirements to support the needs of their learning.”

Fast Facts

Employer: AESSEAL

**Business Sector:
Manufacturing**

No. of Employees: 43

No. of Apprentices: 12

**Frameworks: Business
Administration, Warehousing
and Storage**

www.aesseal.co.uk

Developing Talent

There has been a distinct advantage for AESSEAL in attracting young people at the beginning of their career.

“There is a real benefit starting from scratch, growing your own talent and bringing them through,” explains Paul, “Our apprentices arrive eager to learn, without any preconceived ideas or work experiences. They learn our procedures and fit in well with the culture of the business. It's much livelier here now and with a real mix of people, it creates a better atmosphere for all of us.”

With the majority of the apprentices completing their qualifications staying on at the firm afterwards, there has also been a positive impact on the costs of recruitment and staff retention.

Ongoing Chamber Support

The East Midlands Chamber supports AESSEAL's programme by keeping in regular contact and undertaking constant reviews and assessments of the apprentices' progress.

Paul receives excellent and constructive feedback from the Training Adviser and Assessor, so if anyone is struggling he is able to look for solutions and point people in the right direction.

The Warehousing apprentices are also able to do their coursework during work time and are set aside time to complete their studies, minimising disruption to the business.

Paul concludes, "We're really pleased with the progress of our apprenticeship programme over the last few years; we took two more learners on in January. It's working well for us and is an ongoing part of our recruitment strategy"



Key Chamber Services

- ✓ **Business Forums**
- ✓ **ebusinessclub.biz**
- ✓ **Events and Conferences**
- ✓ **Information**
- ✓ **International Trade**
- ✓ **International Student Placement**

Shaping Your Workforce

Our Business Development Advisers understand that businesses sometimes require tailored solutions to improve skills and meet industry standards. By working in partnership with you - our experts will evaluate your training needs and make cost-effective recommendations that can be seamlessly implemented.

We are committed to delivering high quality Apprenticeships and training across a broad spectrum of industry sectors. The Chamber was awarded "Good" by Ofsted in 2014 in recognition of our high performance and as an endorsement of our reputation of ensuring we meet the business needs of our employers in the East Midlands.

Our range of Workforce development services includes:

- ✓ Apprenticeships
- ✓ Business Training Solutions
- ✓ Traineeships
- ✓ Bespoke Training
- ✓ Access to Funding
- ✓ Recruitment Services

**Want to find out more about how we can help you?
Contact our specialist Advisers:**

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www.emc-dnl.co.uk/training



Skills Funding Agency



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