

Fixing the Future

Leading distributor of fixings and fastenings forges ahead with Talent Development and Apprenticeship programmes



Derbyshire based fixings and fasteners wholesaler Forgefix are one of the UK's leading distributors supplying in excess of 3000 different product lines to their trade customers.

When the need for a more structured approach to training and development right across their workforce was identified, managers at the company turned to the East Midlands Chamber (Derbyshire, Nottinghamshire, Leicestershire) for support.

Managing Director Mike Brown explains,

"We've got a well-established relationship with the Chamber and so it was a natural decision to get them involved.

"It's really important to develop your own talent. By investing in our people, recruitment costs are lower and staff retention is high."

Bespoke Solutions

We have been able to develop with them bespoke and practical training solutions for our staff across a variety of disciplines and at different educational levels"

A range of Apprenticeships and accredited Talent Development training programmes have now been introduced to add value to the workforce and all have been received positively by staff and management alike.

A truly forward thinking company, Forgefix currently has three apprentices; some are new recruits but as importantly the opportunity was also open to existing employees with potential.

Realising the Benefits

Mike firmly believes that it is important to give opportunities to young people at the start of their working life.

"It's really important to develop your own people rather than always look to recruit from outside.

Fast Facts

Employer: Forgefix

Business Sector:
Importers and wholesalers

No. of Employees: 45

No. of Apprentices: 3

Frameworks:
Business Administration,
Team Leading, Warehousing
and Storage

www.forgefix.co.uk

It's a positive approach and commercially sensible too.

By investing in our people, recruitment costs are lower and staff retention is high - all our apprentices stay on after they qualify."

More than Apprenticeships

Not only does Forgefix run a successful apprenticeship programme but they have also introduced a broader Talent Development for the workforce programme that staff can enter at Level 2.

The programme has been developed to suit the needs of the company and offers choice of qualifications from warehousing to office administration, all delivered flexibly to suit the needs of the business.

Dave Arnfield, Goods Out supervisor at Forgefix, oversees the programme for the Warehousing and Storage qualifications.

Tailored Solutions

"The advantage of working with the Chamber is that we have a bespoke programme entirely to suit us."

"We're a small business and can be very busy at certain times of the month so it's very important that the service is flexible and they can accommodate that.

The programme can also be tailored, for instance, we need to improve IT skills within the business and so the Chamber will be offering that at the next stage of training. We're really well supported, the trainer has been absolutely fantastic and a huge support to the guys."

Mike adds, "We get excellent support and great results and all with minimal disruption – it's definitely the way to go for a small business."

With two trainers visiting once a month to set tasks via an online portal, the learners just have to log on to see what tasks they have been set. They all have access to their own personal site and can upload all their work and see their progress.

The trainers also try to ensure that assessments are on the job as well as online to accommodate those who still find the technology a challenge.

With an excellent pass rate and positive feedback from the staff, Forgefix plan to extend the training to put in place a programme for team leaders and supervisors to do Management qualifications.

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:

0333 320 0333
skills@emc-dnl.co.uk
www.emc-dnl.co.uk/training



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