

Ginsters

Callington, Cornwall

Britain's most famous pasty company is as full of praise for Cornwall College Business as its products are full of goodness.

Ginsters, once a mere local success but now a nationally-known manufacturer of pasties, pies and convenience snacks, credits the college with giving its employees a yearning for learning that's resulting in real benefits for the company.

"The college staff have been fantastic from our point of view," says Ginsters' Training Manager Nicky Taylor. "They want to work with us and find the right solutions for us. If we identify a training need, they go away and find a way to deliver it for us, even if that means working strange hours at night."

College staff have helped Ginsters' employees develop a taste for learning

"The college has been so flexible. They do quite a lot of the training on our premises, they don't bat an eyelid if they have to come here to train bakery workers on the night shift, and they even brought their own laptops in to increase the number of computers available for one course."

"Our business operates at quite a fast pace, so we need things put in place pretty quickly. We can be very demanding and sometimes we need to flex and change programmes to fit around our operational needs. The college has been very understanding when operational issues have sometimes meant we need people to be here on site sorting things out instead of doing the training we'd planned."

Ginsters has used Cornwall College to give its staff Skills for Life numeracy lessons and IT training as well as NVQs. Some have even taken Foundation degree modules.

College staff have helped Ginsters' employees develop a taste for learning through a range of fun sessions under the Learning at Work Day banner.

"They want to work with us and find the right solutions for us"

"They've learned cooking skills, arts and crafts, Indian head massage, African drumming and skin care," says Nicky. "It's a way of getting employees to engage in learning which is fun and helps us promote other learning opportunities to people at work. The college have been great with that. They come up with ideas and help us run the day by providing tutors. It's a very effective way of getting people to engage in learning."

"As a result, we now have a whole range of people who have genuinely switched on to learning. They are developing themselves inside and outside of work. That's very important for us as a business. Some people have really stepped up, having been through the training. Operators are getting leadership skills and basic maintenance skills. And those who want to get more out of the job they're doing can train to become an NVQ assessor and develop other people."

"They are adding a lot of value back into the business now and really starting to make a difference. People are coming in off their own bat and asking for training."

