



Pultec®

Business Sector: Manufacturing

Business Size: 1-49

Region: South West

Business Profile: A Bristol company that manufactures and installs fibreglass window frames – the only UK company certified to do so.



Celtic Manor, the five star resort in Wales and the Official Venue for the Ryder Cup 2010 has recognised the superiority of this technology by installing over 300 FRT Patio Doors

"Now we've got nearly all the guys here doing NVQs, it's really taken off. There's a real buzz around the place now."

Martin Blatchford
Systems Manager

The challenge

Innovative company Pultec is putting staff training at the heart of its business as it prepares for major expansion.

Five years ago Pultec employed just five staff. Today it has nearly 50 and continues to grow. The Bristol company manufactures and installs fibreglass window frames – the only UK company certified to do so. The market for these products is expected to mushroom over the next few years as the Government and building firms look for more sustainable alternatives to traditional aluminium and PVCu.

The company needed to make sure its window fitters got their CSCS (Construction Scheme Certificate Scheme) cards, which they will need to work on building sites.

The solution



Pultec systems manager Martin Blatchford contacted Train to Gain, the Government service that matches businesses' training needs with the most relevant training solutions.

Martin met Train to Gain Business Link Adviser Stuart Veitch-Edwards, who carried out an Organisational Training Needs Analysis on the business and recommended it train most of its staff – including factory floor workers as well as the fitters

All 30 manufacturing staff are now taking NVQs at level 2 or 3 in production of glass support fabrication, four support staff are taking NVQ Level 2s or Level 3s in business administration and three window fitters are aiming for NVQ 2s in window fitting.

Martin himself is studying for an NVQ at level 5 in management while production manager Mark Leaver is taking the same subject at level 4. Both these are being funded through Train to Gain's Leadership and Management Advisory Service (LMAS), which recognises the economic benefits of raising the leadership capabilities of owners and key directors/managers and the positive impact that can have on key areas such as sales, profits and staff retention.

Even sales director Adrian Youd, who has an HND in polymer science and masters degree in management, has caught the training bug and plans to study for a doctorate in Business Administration.

The results

"We did some in-house training before but nothing like this," added Martin. "Its probably too early to tell if it's had an impact on the bottom line – we've only just started – but it's certainly already changed the culture of the company."

Stuart Veitch-Edwards, added: "It's great to see training having such a positive impact on a company's culture within such a short time. Pultec is really taking its commitment to its staff seriously which is a major part of its determination to be a success."

What is Train to Gain?

Train to Gain is a service offering independent advice on improving the skills of your employees. The Service helps employers – of all sizes and in all sectors – to boost their business by training their staff.

Independent Business Link Advisers help you to find the right training and the right providers, and construct a training package tailored to each business.



Learning and
Skills Council