

Hanman SPLiT Quedgeley, Gloucester

Sending staff for training away from the workplace is even harder for employers to do in a downturn because of lost productivity – so Stroud College is helping businesses by taking the training to them.

That's just the sort of initiative that Gloucester Chamber of Trade and Commerce president Phil Hanman is keen to encourage, and is why he called in the college to help train six staff at his family-run printing and signage firm Hanman SPLiT.

"The college people were very flexible," he says. "The tutor came to us, and 90 per cent of the work was done here on site. Most of the training was done during normal working hours and the one-to-one tuition took place while the staff were doing production work.

"It caused very little disruption to our production and didn't cost us a great deal of downtime. It was also funded, and put a real buzz into the place."

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The six staff who took NVQs in Performing Manufacturing Operations included Roger Wright, for whom it was his first ever qualification at the age of 57.

"I left school at 15 and went straight to work," says Roger. "I'm thrilled with my NVQ and feel very proud. It was hard work at times but now it all seems worth it."

Mr Hanman, as a company director as well as a business leader, appreciated the benefits of improving skills in all areas of the firm.

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"Giving each of our staff the opportunity to train gave them an incentive to better themselves and improve the efficiency of our manufacturing processes with their ideas," he says.

"It's motivated staff, it's given them a lot of self-confidence in their position and abilities, and now they know they're as good as anyone else because they have the documentation to prove it.

"Using Stroud College for our training was such a positive move."

