

STRUCTURAL SOILS

Business Sector: Geo-Technical

Business Size: 50-249

Region: South West

Business Profile: The company is among a handful in the UK operating a complete service from on-site drilling to laboratory testing.



NVQ Land Drilling qualified drillers at work

"The aim is to build a team spirit among staff across the entire company to continue growth and ensure its high standards are maintained".

Neil Winter,
Plant Manager

The challenge

As one of the UK's leading site investigation contractors, Structural Soils relies on the skills of its staff to maintain its competitive edge.

The highly-specialised firm, which has been in business for more than 40 years, had previously trained some of its field engineers in land drilling to NVQ Level 2 through courses run by the British Drilling Association.

Structural Soils' technical staff are already highly-qualified and include civil and structural engineers, geologists, engineering geologists and chemists but the company wanted to do more.

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.

The solution

"We came across Train to Gain at a seminar in Bristol and following our approach we were put in touch with a Business Link Adviser, Sarah Lewis," said Plant Manager, Neil Winter.

"She conducted a thorough overview of our training needs and we haven't looked back since. We've accessed funding to train our drilling teams which has proved very useful".

"Structural Soils has really got the training bug. After an organisational needs analysis we've been able to identify a number of opportunities for further work together" said Sarah.

"The company was training some staff but after talking to us realised those funds could be re-directed into other areas of skills development".

"There are not many assessors for land drilling which was also causing a problem for the firm and potentially holding them back. We helped them find an assessor and everything has fallen into place."

The results

All Structural Soil's drilling staff are now undertaking land drilling to NVQ Level 2 – essential for it to tender for work with some clients. It is also about to start training staff working in what is probably the country's largest geo-technical laboratory.

Managers of the firm are also to benefit from the Leadership and Management Advisory Service (LMAS), provided by Train to Gain and some of its laboratory staff are to take part in ESOL (English for speakers of other languages) training.

The Company has made the Skills Pledge to underline its commitment to training and drafted a training plan for the whole company. It is also considering becoming Investors in People accredited.

What is the Skills Pledge?

The Skills Pledge is a voluntary, public commitment by the leadership of a company or organisation to support all its employees to develop their basic skills, including literacy and numeracy, and work towards relevant, valuable qualifications to at least Level 2 (equivalent to 5 good GCSEs). The purpose is to ensure that all staff are skilled, competent and able to make a full contribution to the success of the company/organisation.