

Western Morning News

Business Sector: **Printing**

Business Size: **500+**

Region: **South West**

Business Profile: The Western Morning News is the daily newspaper for those living in the West Country. With a circulation of 43,000, this local paper has been running for over 200 years.



Cathy Parnell of Train to Gain with Trina Bickell, Bon Trivett and Christine Penney of the Western Morning News

"The NVQ2 Assessments provided the opportunity for already skilled staff to obtain a formal qualification acknowledging their expertise, understanding and ability to operate competently for a publishing company."

Bob Trivett
Support Manager

The challenge

Employing some 650 staff, it was the printing department that were looking to gain recognised qualifications for employees, as shift work patterns had prevented formal training to date..

"Because the majority of our team work throughout the night, I needed a training programme that would be flexible, so everyone would have the opportunity to take part," comments Bob.

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

Train to Gain Business Link Adviser, Jean Elliott, talked through the training options and funding available for staff in the printing department. It was identified that Train to Gain could be used to fund an NVQ Level 2 in Digital Pre-Press, Mechanised Print Finishing, and Machine Printing for 11 members of the printing team, so a suitable training provider and funding to implement the training was established.

Local Train to Gain Training Provider Plymouth College of Art appointed an NVQ Assessor who agreed to provide late night sessions to ensure that the night shift workers were able to take up this opportunity and didn't miss out; an important flexibility valued by employers and a key element of the Train to Gain initiative.

The results

"Feedback from the employees taking part in the NVQ2 Assessments are that they are progressing well with their training," said Jean. "The course is designed so that those taking part can work at their own speed. For some it may take just 6 months to complete for others longer, depending on how much time they are able to devote to the activity. The end result is an NVQ2 for staff who previously had no formal qualifications."

Bob talks of the positive impact the course has had on bonding the team: "I think that some of the staff have surprised themselves with their achievements and this will undoubtedly improve their confidence and outlook on progressing through the company."