

Case Study: Goodwin Training Centre

HANLEY - UNITED KINGDOM

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The success of Goodwin is based on delivering engineering excellence. To ensure that we remain at the forefront of our field with our class-leading skill base, we invest heavily in training engineers to provide future growth for our group. In conjunction with the government's 'Employer Ownership Pilot Fund', we created a new purpose built training facility that is now a centre of excellence for our engineering apprentices. Our Training Centre first opened its door in 2012 and we currently take on 25-30 apprentices annually to work in Goodwin Group companies, securing new opportunities for young people and ensuring that we contribute to the growth of the local skills base.

Whilst most companies will use an external college-based apprenticeship system, we have engineered our own externally accredited in-house apprentice programme. By doing this, we invest in the engineers of tomorrow far more than could ever be done at a collegiate level. This unprecedented level of effort that we go to by investing in the future of young people is reflected in the capability and skillset of our engineers for many years thereafter; benefitting the apprentice, our group and our customers.

All apprentices benefit from a structured training programme. Each individual is given the same encouraging start, but as their strengths and merits are exposed, a tailored route of training is developed to provide them with the most effective opportunity to grow and build the best career which benefits both them and the company. By finding an avenue that they enjoy and engage with, they will become our future experts in their chosen subject matter.

There is currently a significant skills shortage of high quality engineers, not only in Stoke-on-Trent where the Training Centre is based, but in the whole of the UK. Goodwin offers a sustainable employment opportunity with 95% of our apprentices staying on to build successful careers within the group. The centre is of a great benefit to the local area, providing employment prospects to young people and ensuring that we have engineers in our local area for the future.

By going the extra mile with our apprenticeship scheme, we will ensure that Goodwin remains at the forefront of engineering by having only the best skilled personnel to fulfil our customer's work, both now and in the future. Our intention as a company is to create a sustainable programme that supports youth and long term employment, education skills and training, SME and local business growth and community investment which can be seen in our Socio-Economic Policy.

Testimonials:

Ben Longstaff – Machining Apprentice (2014-Present)

Starting my Goodwin apprenticeship at the Training Centre gave me a good start to engineering. My pathway then took me to Goodwin International where I was given the opportunity to gain a firm background in CNC machining and developed a keen interest in programming. Thanks to the trainers and staff whom I have been involved with, my skills and knowledge have increased tremendously and I am looking forward to facing new challenges and progressing within the company.

Ryan Burgin – Design Apprentice (2013-Present)

Since starting my apprenticeship with Goodwin, I have built up a wide variety of knowledge of engineering and technical drawing. Without the help of the Training Centre, the team I work with and my apprentice trainer here at Goodwin International I wouldn't have anywhere near as much of an understanding of engineering as I do today. I am enjoying my work with the design team; generating SolidWorks models and stress analysis simulations.

Jade Hurst – NDT Apprentice (2013-Present)

Before starting work with Goodwin, I had never even heard of non-destructive testing. However, this changed quickly as I am now ASNT and PCN Level 2 qualified in both magnetic particle inspection and dye penetrant inspection. The training staff sent me on a four day course to study the subjects and I'm pleased to say that I achieved 96% in my MPI and 97% in my DPI exams. I enjoy the work that I do and I'd like to thank the apprentice team for giving me the opportunity to move forward and further my career.

