



Advance

Issue 2 | March 2024



Welcome!

Welcome to our second quarterly newsletter. Back orders of the first newsletter (November 2023) which featured management are available, if you missed out.

Each newsletter will feature a series of topics and aims to profile the success of your apprentices. In this issue, we explore manufacturing apprenticeships, focusing on the lean manufacturing programme and how it can work across a range of industries, for small and large employers.

We have more achievements to celebrate from our apprentices, so watch out for your name. We'll end this newsletter by introducing you to Gary. Gary Hughes is one of our trainers for manufacturing and warehousing. Gary has an excellent track record in developing apprentices and getting the best out of them in the workplace.

I hope you enjoy reading.

Victoria





Celebrating success

Since our last newsletter, our apprentices have had more exceptional success in completing their apprenticeships. Another 7 achieved the highest possible grade.

Let's celebrate the achievements of: Jamie Bradbury, Jacob Buss, Harrison Brooks, Michael Cryan, Simon Denny, Michelle Faulkner, Adam Johnston, Jonathan Kaar, Harvey Kitchen, Luke Newton, Connor Playfair, Owen Snell, Rachel Tite, Joshua Wilson, Owen Philips, Dean Haycock and Owen White.

Achieving an apprenticeship involved lots of hard work and commitment from both the Apprentice and the Employer and we send out a huge thanks to all the employers who have supported the apprentices which include – Crown Packaging, CPI Ltd, Westrock, Eric Wrights Facilities Management, IAE Ltd, British Red Cross, NHS, Barkers Engineering, NVS and Ipswich Borough Council.



Focus on Manufacturing

Manufacturing is one of the sectors that underpins Staffordshire. The third largest sector, accounting for 12% of jobs. This sector employs around 60,000 in around 2,700 businesses. Whilst there are many household names, there is a vast number of small and medium sized business, with an international footprint.

A recent growth survey highlighted a need to focus on recruitment, with succession planning for ageing workforces a key issue faced by business.

Whilst apprenticeships are not always the answer, they can provide an opportunity to introduce a younger workforce, benefiting from experienced employees acting as mentors.

At Axia, we offer an apprenticeship which can be tailored to almost any manufacturing setting.





Lean Manufacturing Operative

Lean Manufacturing apprentices learn a wide range of skills and knowledge that develops a good understanding of manufacturing. The programme can be tailored to any manufacturing business, from industrial products through to everyday consumer items.

Learning in the workplace apprentices develop techniques and skills enabling them to work safely and efficiently.

Apprentices will gain an in-depth knowledge of:

- Lean principles and organisation such as 5S and Kaizen
- Environment and sustainability – waste reduction
- Continuous Improvement
- Problem solving – through a work based project

Apprentices specialise in one of the following pathways:

- Production / assembly
- Inspection and quality
- Materials handling and logistics
- Production – processing and finishing

Apprentices are able to progress and specialise on completion and some proceed to take higher and degree level programmes.

If you want to find out more, or want to discuss your recruitment needs, please contact us.



Manufacturing Event

Wednesday, 10th April 2024

Let's talk skills in Manufacturing

If you are: struggling to recruit employees, concerned about succession planning for retiring, or worried about skills gaps, we'd like to hear from you. We're running an on-line event to talk manufacturing and skills. Understanding your needs and challenges will help us to work with you to address them.

 **Reserve your place here**





◀ Meet Gary!

Gary delivers apprenticeships in manufacturing and warehousing. Over the years Gary has supported apprentices in many manufacturing and logistics companies. He is an expert in building relationships with employers, engaging young people and challenging their thinking.

How long has your been working in training and how long have you worked for Axia Solutions?

I joined Axia in 2007, working as a trainer. My first client was Spode, and I've since gone on to support apprentices across the biggest employers in Stoke on Trent and the wider area.

Prior to joining at Axia, I had worked at Royal Doulton and Wedgwood, developing in-depth knowledge of processes in manufacturing, materials and logistics handling. Since then I have kept up to date with Lean and Six Sigma training to support our employers. Recently also gaining accreditation for Carbon Literacy. This is something I'm really passionate about, getting apprentices to consider the environment and reduce waste or improve efficiency.

What are the benefits for companies taking on apprentices in manufacturing?

There are many benefits, the lean manufacturing apprenticeship is ideal for enabling businesses to take on a young person in manufacturing roles. I can support a business in taking on just one apprentice or a whole group. The business gets an input into the training and this means that the apprentice makes rapid progress and develops the skills the business needs.

I work with the apprentice's mentor in the workplace, supporting them in transitioning in to the workplace, often for the first time, and new ways of working. At the start of the programme I discuss and agree the learning and skills development with the mentor, this helps make sure the programme is specific to the business.

Taking on apprentices in manufacturing also benefits the business, especially when there are skills gaps or an aging workforce. The apprenticeships enables more experienced staff to pass of their knowledge and skills, in turn future proofing the business.



let's talk Apprenticeships

As a manufacturing company it is crucial to have a multi skilled workforce with staff that are skilled and agile to operate several machines, processes and procedures in different departments of the business.

From our experience, having an ongoing apprenticeship program can help to achieve this highly skilled workforce.

It is also important to support the apprentice with a suitable workplace mentor. The mentor needs to be someone with excellent company values, who understands the apprenticeship and the skills needed for the role."

Jamie Copeland
Director, QPS Print



Unit 1, Riverside 2, Campbell Road,
Stoke-on-Trent, Staffordshire ST4 4RJ

axia-solutions.co.uk

01782 572 777

e: apprenticeships@axia-solutions.com