

CASE STUDY



Putting the Employer in the Driving Seat

An employer-led Team Leading Apprenticeship programme steers staff at Unipres on the road to success.



"It was never about new initiatives, it was always about making better use of what is already there and giving credit for experience and knowledge, and enhancing the potential for career progression."

Frank Kitcher / Facilitator / NAC Group

"I enjoyed the course and have taken away some new skills to use in the work place. Tutors were very good. I enjoyed the classroom sessions with Frank and picked up a few pointers about team management that I was able to apply."

Course Attendee / Unipres UK

Background

A successful partnership between NEAA members, Unipres UK Ltd and NAC Group, along with Derwentside College, has enabled 80 members of staff in Unipres' Washington plant, to achieve a highly recommended qualification, bringing an invaluable range of skills to enhance its knowledge in the area of 'Team Leading'.

Approach and Solution

NAC Group, an innovative and fast-growing service provider, employs highly experienced Facilitators, who designed a unique delivery model for the Team Leader training. This was based around an employer/ learner centric model. The contextualized classroom sessions enhanced the understanding of the principles of team leading.

To maximize a greater level of understanding, as well as develop the programme to relate to the constraints of a typical Team Leader, NAC's Facilitators were based in the heart of Production. They were able to carry out work-based assessment activities mapped to Unit Amplification, which incorporated the full cycle of assessment for learning. This allowed Facilitators to not only observe, but also experience first-hand, the day-to-day duties of the Team Leaders and sample the environment for themselves.

Outcome and Advantage

- 98% success rate
- Increased motivation of staff
- Key skills developed are used to communicate effectively with individual teams
- Issues have been resolved informally at 'team level'



About Unipres UK

Unipres (UK) Limited is a tier 1 supplier to Nissan, Honda and Renault. Located in Sunderland since 1987 it is a state of the art manufacturing plant and supplies key car Press and Assembly body structural parts that use high strength steel, tailored blank welding and hot press technology.

About NAC Group

Through tailored and highly respected programmes, NAC Group develop employment-ready candidates for a growing network of employers. It delivers first-class training and innovative school engagement projects across the country. NAC Group is committed to ensuring that the UK's manufacturing and engineering workforce continues to be the finest in the world.

• **networking** • **business excellence** • **skills & training** • **sector voice** • **innovation** • **collaboration** • **promotion**

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