

Skills Brokerage Case Study

Rev Project Objective

The Rev Skills & Recruitment Broker will provide a single and central point of contact for the sector to access the most relevant network of private and public sector organisations providing learning, training, skills and workforce development provision to the Advanced Engineering and Motorsport Sector.



REV delivers successful management training for the cluster

The Requirement

From initial consultation with the local cluster of engineering and motorsport businesses, general training for management and key staff was highlighted as a concern for the sector. Like many other organisations, new managers had been appointed with little formal training.

The difficulties in the location of training courses, especially in a rural area, also put an extra burden on a business to release staff often preventing any formal management training being delivered.

There was a strong need for the guidance, brokerage and co-ordination of the provision for specific management skills training to ensure the business community within the Rev cluster could easily understand what was available and consequently could take advantage of what was being offered. It was vital that any skills and training provision were provided either on-site or at a central local venue.

The Solution

The Rev Project supported Poultec Training Ltd with the delivery of 3 fully funded management training programmes for local businesses in Thetford. The short flexible programme provided an introduction to the wide range of responsibilities of the first line manager.

To ensure the cluster was able to take advantage of what was being offered extensive promotion of the management courses was conducted.

The programme was delivered at a venue close to business premises, this then minimised the amount of time staff had to spend away from work.



One of the businesses that has benefited from the training was SBS Belting Supplies Ltd a company which has always had a culture of promoting from within the organisation and investing time and resources in closing the gaps in experience and skills of the employees they have promoted.

They believe that being known as an employer who offers opportunities for career advancement is beneficial in terms of retention, motivation, flexibility, culture fit and reduction in recruitment costs.

Brian Greengrass Operations Manager at SBS said *“The management course has introduced our Team Leaders to the basic skills, knowledge, and understanding that we require of them to manage in a modern factory”.*

The Result

All the participants were extremely positive about the energetic, practical nature of the programme and the focus on putting the learning into practice.

“The course was good and I have been able to put some of the tools into practice. It has taught me how to deal with some issues in the workplace well and has given me a better understanding of how the company works and my role within it”

Terry Smiles, SBS Team Leader

Over 40 local employees from the Rev community have successfully achieved a nationally recognised management qualification which has generated significant pay back to those businesses in terms of cost savings, staff motivation and quality improvements in their workplace.