

# employerguide



**skills for** engineering & technology



As an employer in the engineering industry, you will recognise the need for flexible, motivated and well-qualified employees.

Developing their talents will not only help to secure your future skill requirements, but also secure the future of your business.

The efficient running of your business can depend heavily on having a workforce with up-to-date technical skills; but the basic skills needed to use hand tools or operate machine tools, must today be enhanced by a financial awareness and managerial skills.

Paragon Skills for Industry can enable you to invest in your workforce through an Apprenticeship programme. Apprenticeships are nationally recognised qualifications and have been designed to meet the needs of the engineering industry.

Paragon Skills is the leading engineering training provider in the South with over 30 years experience, with industry qualified tutors and assessors to take care of all your training requirements. We can also offer you a recruitment

selection process including aptitude and mechanical comprehension testing, giving you access to potential Engineering Apprentices who are highly motivated young people.

Our partnership approach ensures that all training takes place at a time and a place to suit your business, with staff learning in the real world, supported by off-the-job theoretical and practical training at one of our purpose built training centres using industry standard equipment. This means you stay in control of your Apprentice training programme from the start.

**Freephone 0800 783 2545**



## Apprenticeships: The way to secure a skilled workforce for tomorrow.

Apprenticeships offer the opportunity for subsidised training to national standards, giving you access to motivated young people looking to start their careers.

We provide a full induction programme for young people prior to starting the apprenticeship programme so that they are ready for working in the sector.

The majority of learning takes place on the job, with work-based assessment carried out by our experienced trainers and assessors. This ensures that apprentices are learning to your organisation's way of working. This is supplemented with dedicated training sessions to cover theoretical knowledge, whilst gaining practical skills.

Designed by employers to meet the needs of employers, Engineering and Technology Apprenticeships bring together:

- An NVQ at Level 2 in an engineering related subject
- Key Skills in Communication, Application of Number and Information Technology at Level 1
- Key Skills in Working with Others and Improve own Learning at Level 2
- An Engineering Technical Certificate.

## Train to Gain: Another opportunity to access subsidised training, the Train to Gain service is there to help you meet your immediate training needs.

Train to Gain is a Government service that offers employers a range of solutions to their training needs. Train to Gain offers:

- A free and impartial assessment of your organisation's skills requirements
- Impartial training advice
- Access to a wide range of training provision and tailored training packages
- Access to subsidised or FREE publicly funded training programmes

Any member of your staff who does not hold a level 2 qualification\* may be eligible for training supported by funding from the Learning and Skills Council. This funding pays for the delivery of an NVQ at level 2 or 3.

\*Level 2 is equivalent to 5 GCSEs at A\* to C passes

The Train to Gain service provides an ideal opportunity for all staff to gain the skills and recognition, ultimately benefiting your business.

## Further Training Opportunities

Paragon Skills offers a wide range of courses to meet your requirements. Additional courses run regularly include:

- Working safely in an engineering environment
- Using and communicating technical information
- Working with other people on engineering activities

## Did you know?

Paragon Skills also delivers qualifications in management and business administration, Team Leading and Business Improvement Techniques (BIT). In fact Paragon Skills can meet all of your business training needs.

We are renowned for our customer service and client care and our qualification success rates are some of the best around.

## What they say

Group HR Manager, David Mudge, at DEK in Weymouth, the world's leading provider of precision engineering, said of the Apprenticeship programme: "The Engineering Apprenticeship gives young people the chance to build practical skills and gain a recognised qualification. Employers benefit too, as trained staff make a positive contribution to any business."

"The extra skills transfer straight into the job, they are invaluable in making a smooth transfer from school to work life, easier for us and the apprentice."

**Call today for a free consultation with a  
Engineering & Technology Training Advisor.**

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