



### Sector / Marine Location / Lymington

South East based Berthon Boat Company has led a consortium of marine companies, with help from Paragon Skills for Industry and support from Marine South East and the British Marine Federation, to gain funding from the Government's Apprenticeship Expansion Programme to improve skills across the industry. The project will support the employment of 60 apprentices over a two year period, with a total value of £880,000.

The investment will be used to pay the wages of apprentices and support their specific training needs, reducing costs for local businesses and assisting profitability. It represents a major boost for skills and employment in the Solent region.

With a market value of nearly £62bn, the UK marine industry has a 3.1% share of the global marine market worth around £2 trillion. The South East marine industry includes some of the most innovative and high-tech companies, with a reputation for excellence and contributing skilled marine workers around the globe.

The Apprenticeship Expansion Programme trials, which are being funded by the Learning and Skills Council (LSC), will provide extra funding to employers who are currently running high quality apprenticeships. It aims to develop and test models which will allow employers to recruit and train additional apprentices

in companies that are at the forefront of their industry. This will give them the appropriate skills that will help them secure employment in the supply chain or elsewhere in the wider sector.

**To find out more call  
freephone 0800 783 2545**

### Sector / Motor Location / Bournemouth

**A Pre-Apprenticeship programme in Automotive Maintenance and Repair (Motorcycle) is being offered to young people living in East Dorset wishing to enter a career in the automotive industry.**

The programme is being run by Paragon Skills and offers free training to those aged 16-18 the chance to develop specialist skills whilst gaining experience at a work placement. Paragon Skills has immediate vacancies on the 16 week Pre-Apprenticeship in Motor Cycle Mechanics, with courses running throughout 2010.

The course covers all aspects of motor cycle maintenance. It teaches the fundamentals

of demonstrating safe and competent removal and refitting of three engine and three chassis components during observed assessments, and the correct use of a variety of hand-tools and basic workshop equipment.

Learners spend 2.5 days a week at Paragon College and one day a week at a work placement, during which, they will be working towards a Level 2 qualification in

Automotive Maintenance and Repair. There may be an opportunity to take up a full-time apprenticeship.

The employers that take part in the scheme sign an Employment Pledge, endeavouring to offer the successful learner a job after the 16 week course.

Successful applicants will receive an Educational Maintenance Allowance which provides them with a grant of £30 per week for the duration of the course.

**To be a part of this call  
freephone 0800 783 2545**



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**Sector / Engineering**  
**Location / Weymouth**

Paragon Skills has worked with Bridwey Precision Engineering Ltd for over five years and in the last year, Bridwey has seen three of its learners complete the Advanced Apprenticeship (NVQ Level 3) in mechanical engineering and become permanent employees.

William Harding, 22, recently completed his advanced apprenticeship with Bridwey, which specialises in prototypes and small batch production for the aircraft and defence industries.

He commented: "I am delighted that I decided to take the apprenticeship career route. I started training at 16 and have benefited from hands-on experience from industry professionals, as well as a great working environment at Bridwey. I now have a full-time job in engineering with the prospect of moving up through the company – overall my

*decision to complete an apprenticeship has worked out really well."*

All of Paragon Skills' apprenticeship programmes provide learners with both theoretical and hands-on training. The engineering courses have also been tailored to suit the needs of each apprentice and the employer.

The engineering apprenticeships available from Paragon Skills combine academic and practical work on sites and within training workshops. The training programme includes a mix of a wide variety of elements including



electrical, electronics, welding and pneumatics.

Matt Honnor, Co-proprietor at Bridwey, commented: "We have employed a number of apprentices over the years and have used Paragon Skills solid hands-on approach to

*help us deliver programmes that provide a good mixture of both academic and practical challenges. We have been delighted with the calibre of applicants we've had from Paragon Skills."*

**Sector / Marine**  
**Location / Lymington**

EAL qualifications have helped to propel Berthon Boat Company to the title of 'Medium Employer of the Year' at the 2009 Apprenticeship Awards.



The annual awards celebrate the invaluable contribution of apprentices to UK industry and recognise employers' commitment to improving performance and skills. With 23 candidates currently training at the EAL centre supported by Paragon Skills, the Lymington-based company left a lasting impression with the judges by engaging with local schools and colleges and promoting apprenticeships in the marine industry.

Gavin Freed, Chief Executive of Paragon Skills commented: "It is the partnership approach and close collaboration with our employers that allows Paragon Skills to stay at the forefront of new

*initiatives like the Apprentice Expansion Scheme".*

Following seven weeks of initial training at Paragon Skills, Berthon apprentices go on to complete EAL's Level 3 Marine Engineering NVQ as part of the full framework. Both Berthon and Paragon Skills has recently joined a consortium in securing £880,000 from the Learning and Skills Council to fund 60 extra apprentices over the next two years. As part of the Apprenticeship Expansion Programme, the funds will introduce new employers like Griffin Hoverworks and Discovery Yachts to the benefits of apprenticeship schemes.

**Sector / Motor  
Location / Fareham**

**Kyle Barr, a 15 year old pupil from Wyvern Technology College, Hampshire, is working towards a Motor Vehicle Young Apprenticeship with Paragon Skills.**



Kyle is about to begin his second year of the programme at Paragon's Fareham Centre.

Kyle has already completed 100 days of work experience at A. Harding Vehicle Repairs in Fair Oak. *"He is a natural,"* says Damian Down one of the mechanics there, *"he is such a quick learner only having to be shown something once."*

Kyle is so enthusiastic that he works at the garage after school three days a week, some Saturdays and during his school holidays, and is now almost part of this close knit team of three employees at the garage.

Damian, an ex-pupil from Wyvern himself, went on to

say that Kyle is the most reliable lad they have ever had working for them and has quickly become part of their small workforce. He even has his own tool kit now and his dream is to one day become a fully qualified mechanic.

*"He helps to complete services on cars, fault diagnosis, brake changes and has even assisted in a complete engine removal and replacement."*

Ben McAllister, the Service Manager continues: *"Kyle is very mechanically minded, and we are so impressed with him, that when he leaves school next year we are even considering offering him a job."*

**Sector / Marine  
Location / Fareham**

**The marine team at Fareham are celebrating after placing all eighteen learners into employment after running the first group of Programme-led Apprenticeships in marine.**

Malcolm Lock MBE, Operations Manager for Paragon Skills in Hampshire said: *"At Paragon Skills we recognised very early that the economic downturn would have an impact on the available apprenticeship places throughout the industry. Whilst employers are keen to continue developing their workforce, we realised they would have increased budgetary constraints leading to a reduction of the number of apprentices*

*they could possibly employ—if any in some cases. Therefore the no job no apprenticeship scenario was ever looming!"* To keep the industry skill base rolling throughout these difficult times the introduction of the Programme-led Apprenticeship provided an ideal solution whereby young people could continue training and in this case gain a Marine Engineering Level 2 qualification over 12 months whilst benefitting from valuable work experience through a work placement



programme. The success of this pilot led to full time employment for all the students and for the majority a continuation of training at the advanced level. The

benefits of this programme have been recognised by the employers and subsequently further courses are now under instruction with more planned in the near future.

**Sector / Motor  
Location / Yeovil**

Lynette Dewey, 19, from Yeovil, is on the road to success. She is proving that vocational training is an asset to her career development, where she is currently employed at JH Norman & Sons in Yeovil, Somerset.

Lynette was working as a hairdresser up until six months ago when her passion for cars took a hold and she decided to re-train as a motor mechanic, working towards her motor vehicle apprenticeship with Paragon Skills.

It was Lynette's two older brothers and their enthusiasm in motors, taking engines apart and re-building them at weekends, that encouraged their younger sister.

Lynette, with the support of her family, decided to continue her studies whilst earning a wage at the same time, a motor apprenticeship seemed the ideal option.

Lynette has found the apprenticeship programme practical and hands-on and has settled in well in her new role.

Jonathan Rolls, Proprietor of JH Norman & Sons said: *"Lynette has been able to demonstrate a variety of skills whilst she is working towards her qualification, which will carry her forward in her career."*

Lynette has learnt all the necessary skills for the efficient running of the garage and is enjoying being part of a small close knit team.

She says: *"For me, gaining knowledge of the whole*



*business environment has been invaluable. I have developed a wide range of skills from changing brake pads and discs to full service of light vehicles. My confidence has improved no end."*

Jonathan Rolls continues: *"Lynette's enthusiasm has gone from strength to strength since she started her apprenticeship. She loves to be busy and learn new things.*

*Lynette has a very promising career ahead of her."*

Lynette adds: *"Paragon Skills has been very supportive of my needs throughout the Apprenticeship and I feel the training has given me an excellent start to my career in motor repair."*

**To find out more call  
freephone 0800 783 2545**

**Latest Courses in Marine**

<b>Course:</b> MCA Approved Engine Course	<b>Where:</b> Marine Skills Centre Unit 7, Blackbrook Business Park, Blackbrook Road, Fareham P015 5DR
<b>Dates:</b> 25-29 January 2010 15-19 February 2010 8-12 March 2010 26-30 April 2010 14-18 June 2010 12-16 July 2010	<b>To book a place on this course call us on freephone 0800 783 2545</b>

**We hope you enjoyed the first edition of News & Views, our newsletter for the motor, marine and engineering industry. If you would like to see anything included in the next newsletter please get in touch:**

**kelly.payne@pgon.co.uk  
0800 783 2545**

Paragon Skills for Industry specialises in giving people the skills they need to enjoy profitable and rewarding careers. For further information contact us on freephone 0800 783 2545.

**Motor**  
1 Seaton Mews, West Hendford,  
Yeovil BA20 2AG  
Bournemouth Technology Centre,  
Station Approach, Ashley Road,  
Bournemouth BH1 4NB  
Unit 1, Blackbrook Business Park,  
Blackbrook Road, Fareham P015 5DR

**Marine**  
Marine Skills Centre, Unit 7, Blackbrook  
Business Park, Blackbrook Road, Fareham  
P015 5DR  
Marine Skills Centre, Fleets Corner,  
Fleetsbridge, Nuffield Industrial Estate,  
Poole BH17 0HL

**Engineering**  
16-20 Oxford Court, Cambridge Road,  
Granby Industrial Estate, Weymouth DT4 9GH  
Bournemouth Technology Centre,  
Station Approach, Ashley Road,  
Bournemouth BH1 4NB