

## It's All About Skills: June Takeover

Nissan Promotes Schools Engagement  
through Skills Foundation Programme

Altec Apprentices Now Number  
Over 10% of the Workforce

50 years of Gestamp Talent Apprenticeships

KF Training Supports Paragon Rapid  
Technologies in Next Phase of Growth:  
NEAA members come together to boost skills in the North East

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## NEAA Membership

Whether you are a sole trader or a multi-national, the North East Automotive Alliance (NEAA) offers a fantastic opportunity to join a network of North East automotive supply chain companies all working towards the same goal of driving the sustainable economic growth of the region's automotive sector.

Members will immediately benefit from the promotion of the North East automotive sector's capabilities on regional, national and international levels, whilst supporting the economic growth of the sector through connecting the supply chain to business opportunities.

### Benefits:

- Business and collaboration opportunities
- International trade, new business opportunities and supply chain connections
- Business Excellence Programmes and sharing of best practice
- Regular networking and knowledge transferring events
- Marketing support
- A single unified voice for the North East automotive sector to key stakeholder groups
- Publicity of your business and the regions capabilities on a global level
- Free ½ page editorial in NEAA's **NE**twork quarterly newsletter
- Free/ discounted entry to NEAA events
- Access to NEAA's exclusive members' area for sharing knowledge, information and business opportunities
- Detailed company profile on the NEAA Website Supply Chain Directory
- Free ¼ page company profile in the NEAA Members Supply Chain Directory
- Discounted Energy and Insurance Schemes
- Addressing current skill gaps, attracting talent, apprenticeships and links to education
- Technical and funding advice
- Industry intelligence

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## Celebrating a Successful First Year

On Friday 15 April, the NEAA held its first year anniversary celebration and we were delighted to be joined with over 170 delegates from both member and non-member companies. We were overwhelmed with the amount of support we received and the exceptional input that came from delegates during the Q&A session.

We hope our members benefitted from the networking opportunities this event offered and were pleased to hear about the progress the NEAA has made over the last year, as well as the support we are receiving from leading automotive industrialists.

A special thank you to our speakers, Cllr Trueman of Sunderland City Council and Kevin Fitzpatrick, Vice President of Nissan Manufacturing UK & Chairman of the NEAA, as well as our compare, Daniel O'Mahoney, Managing Director of Bradley O'Mahoney Public Relations and a member of the NEAA.

We would also like to thank our Vice Chairman and Working Group Leads who supported the Q&A session; Peter Watson, Plant Manager of Kasai UK and Chair of Business Excellence, Matt Boyle, President & CEO of Sevcon and Chair of Skills and Mike Matthews, Managing Director of Nifco UK Ltd, European Operations Officer Nifco Europe and Vice Chairman of the NEAA.

The event marks the end of a successful year for the NEAA. The first 12 months has seen it grow to become the UK's largest automotive cluster group and one of the biggest in Europe.

The strong growth means the NEAA has been fast-tracked to Bronze Label status by the European Cluster Excellence Initiative, which benchmarks cluster groups on quality indicators including achievements, recognition and management. It is the only cluster in Europe to be awarded this recognition so quickly after it was set up.

NEAA CEO Paul Butler said: "Terrific progress has been made since

our launch on March 27 last year and we have exceeded all our targets for our first year. We are already the largest automotive cluster in the UK and one of - if not the - fastest growing in Europe.

"The European Cluster Excellence Initiative already believes we have fulfilled the core criteria for the Gold label accreditation, which is very high praise indeed and would put the NEAA in the top 0.5% of clusters in Europe.

"The benefits we've generated for the region include our industry working groups and the collaborative networks we have formed that have broken down barriers of communication. The NEAA has really created a great awareness of the sector and the value that's been created here, and is helping to build trust across the supply chain."

Kevin Fitzpatrick, chair of the NEAA and Nissan's vice president for manufacturing in the UK commented: "The North East Automotive Alliance was created to harness the collective strength of the automotive sector in the North East and with over 100 companies joining in the first twelve months we have built real momentum.

"The NEAA gives us an opportunity to work together to tackle some of the challenges we face as a group, as well as highlighting the true size and value of the industry in the North East."

The NEAA's Annual Review underlines the importance of the automotive industry to the region. Key statistics for north east based automotive business include:

- Sales over £10.2bn
- Exporting £5.1bn
- Trade surplus of £2.6bn
- Employees – 30,000 direct and impacting a further 141,000
- NE accounts for 26% of all electric vehicle production across Europe

If you would like to receive an electronic copy of our Annual Review, please contact Laura Gage, PR & Marketing Manager.

## NEAA is Making the Skills Agenda a Priority for the Automotive Sector

The UK automotive sector is at the forefront of the UK economic recovery generating £69.5bn of sales and exporting over £35bn; and is one of the most globally attractive locations for automotive investment. Since 2012 over £15bn being invested, a further £20bn is planned by 2020 and the Automotive Investment Organisation has identified a £4bn reshoring opportunity for key automotive components.

It is clear the sector is going through a significant renaissance period, however these investments do have challenges. Recent reports by Lloyds and the Automotive Council Skills suggest that the sector will generate between 50,000-80,000 new jobs over the next two years to meet growth demands and replace those retiring.

The North East Automotive sector is a significant contributor to UK PLC as the region generates £10.2bn of sales, employs 30,000 people directly and impacts 141,000 jobs. We recognise that we have a golden opportunity to attract new investment in to the region to support our growth and expansion, be it investment into existing facilities or new companies coming to the region. The recent announcement of the International Advanced Manufacturing Park, which has been given special designation by the Government, will be a major catalyst for future economic growth and attracting new investment into the region.

The NEAA is providing the platform through which industry will face up to these challenges to ensure the region maximises the growth potential for the sector. Our aims are to support the growth and expansion of existing North East companies and to work closely with key stakeholders to ensure we attract new companies to the region which will improve the competitiveness of our world class supply chain.

Sevcon president & CEO, Matt Boyle, who is also chair of the NEAA Skills Strategy Group comments: "One of the greatest threats to the future of the automotive sector in the UK is the availability of a skilled workforce.



**Matt Boyle, president & CEO of Sevcon & chair of the NEAA Skills Strategy Group**

"With growth and retirement adding a requirement for up to 18,000 skilled placements over the next three years in the North East, there is no higher priority than for everyone in the automotive supply chain to focus on this mission critical issue.

Matt continues: "In our region the NEAA has made the Skills Group one of its strategic initiatives. Over the past 15 months the skills group has been working on four specific working groups which support the skills agenda. These are Future Workforce Skills Engagement, Apprenticeships, Graduates and Current Workforce.

"These working groups have the support of 32 Industrialists across the automotive sector and 14 providers. Each working group has its own key performance indicators, all of which are designed to address the strategic threat of a shortage of skilled people.

"To help further focus on the immediate needs for the sector, the NEAA has taken a recent decision to absorb the Current Workforce group into the Business Excellence HR Forum as the KPIs are closely aligned with the this forum."

**This issue of NETwork is dedicated to the activities of the NEAA Skills Group.**

### Kevin Fitzpatrick, Nissan's vice president for manufacturing in the UK & chair of the NEAA

"Investment in training and apprenticeships has been at the heart of the North East automotive sector's success.

"But there is no room for complacency, the quality and complexity of our vehicles is increasing and the growing popularity of electric vehicles and autonomous driving means that future models will have unprecedented levels of technology. Our investment in skills needs to keep pace with this.

"Nissan trained over 4,000 people to prepare for our latest product launch but responsibility for training can't just be left to the major employers - it needs to happen throughout the supply chain.

"We are all competing for the same talent so we need to work together to grow the skills base in the North East if we want to realise our potential."



**Kevin Fitzpatrick, Nissan's vice president for manufacturing in the UK**



## KF Training Supports Paragon Rapid Technologies in Next Phase of Growth

**NEAA members Paragon Rapid Technologies and KF Training have come together to boost skills in the North East region.**

Prototype specialist, Paragon Rapid Technologies, recently completed a two-year growth plan which saw turnover rise from £2.8m to £4.1m and staff numbers from 35 to 53. During that period the Durham Tees Valley Airport-based firm recruited a new senior management team, made a six-figure investment in new equipment and streamlined operations to make the business more efficient.

As a result, Paragon Rapid Technologies, which makes rapid prototypes and components for the automotive, motorsport and medical sectors, has kick-started an 18-month extensive training programme to upskill all of its employees with the help of Peterlee-based KF Training.

All 53 staff will benefit from the training, which will cover strategic management and leadership, sales and marketing, business improvement techniques and store and warehouse management. It is hoped the skills boost will trigger further growth at Paragon, which is aiming to ramp up turnover to £7m by 2018.

Paragon general manager Ian Jobling, who will undergo leadership and management training, said: "We're thrilled to be working with KF Training on this exciting project.

"As a company we've expanded rapidly in recent years but to achieve the next phase of our growth plan we have to improve the skills base of our business. This training scheme will allow us to do that and if we meet our turnover projections we'll be able to create more jobs at Paragon."

Sara O'Brien, commercial director at KF Training, said: "We work with fast-growth companies that require extra skills to help them become more competitive. We are finding that many of our

clients, including Paragon, are asking for leadership and management training to help improve the performance of their staff.

"It's great to be working with fellow NEAA member Paragon and playing a key role in its expansion plans."

KF Training delivers business-focused skills programmes and consultancy services across the North of England. Headquartered in Peterlee, County Durham, the fast-growing business was launched in 2011 by managing director Kelly Lee and now employs 52 people.

With four specialist training divisions covering innovation, leadership and management, continuous improvement and business skills, KF Training has helped dozens of clients build strong, dynamic businesses and develop a highly skilled workforce.

For further information about KF Training visit [www.kftraining.co.uk](http://www.kftraining.co.uk) or email [info@kftraining.co.uk](mailto:info@kftraining.co.uk)

For further information about Paragon Rapid Technologies visit [www.paragon-rt.com](http://www.paragon-rt.com) or e-mail [info@paragon-rt.com](mailto:info@paragon-rt.com)

KF Training are launching a series of one day master classes from May to July 2016, designed to support business innovation, growth and sustainability. They are offering a **25% discount** to all NEAA members.

For more information contact: [sara.obrien@kftraining.co.uk](mailto:sara.obrien@kftraining.co.uk)



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# Interview with Nissan



Nissan celebrates its 12,000 student engagement milestone

## Nissan Promotes Schools Engagement through Skills Foundation Programme

**Nissan, based in Sunderland, will celebrate its 30 year anniversary this September and is the biggest car plant in the UK. There are now over 6,700 staff directly employed at the site, making it one of the North East's largest employers.**

Valuing their people is of extreme priority to Nissan because they know that the innovative and high quality products manufactured at the site will only ever be as good as the people who make them. Whilst nurturing and developing their current staff, Nissan is also hugely involved in the future pipeline of skilled workers and they see engagement with schools as fundamental to the future success of the plant.

The company has just passed a major milestone of engagement with 12,000 school students and Ian Green, senior controller - training at Nissan explains why Nissan's Skills Foundation is a core focus...

### Ian, can you explain your role within Nissan and the Nissan's Skills Foundation?

My core role is senior controller responsible for basic and advanced manufacturing training and supervisor skills development for Africa, Middle East, India and Europe as head of the Global Training Centre UK based at Nissan, Sunderland. I am also responsible for the set-up and development of the Nissan Skills Foundation.

In 2012, the Training Department was set an objective to better engage with young learners and schools. From a small pilot activity, the foundation has now grown significantly but the **three core aims** have remained the same:

- To raise interest in Science, Technology, Engineering and Mathematics in Primary, Secondary and Tertiary Schools.
- To raise the aspirations of local youngsters to show that social issues, economic background and gender are not barriers to

- a potential career in Engineering and Manufacturing.
- To engage with the broader community in the NE of England.

### Why is Nissan so focused on schools engagement and future workforce?

It is essential that we raise the aspirations of young people and demonstrate there are careers opportunities, and not just jobs, available in Manufacturing and Engineering.

I was a technical apprentice who moved from maintenance to engineering, then production and eventually into a training role within Human Resources. I did ONC/ HNC in Engineering but then went on to do a MSC in HR.

My journey is a common one within the industry and young people need to see that these career paths exist and higher level qualifications can be attained without following a traditional academic route. Nissan want young people to apply for apprenticeships within the automotive sector and, if they have gone down the graduate route, to then want to work in the automotive sector either at Nissan or the wider supplier base.

### Can you tell us a little bit about some of the Skills Foundation initiatives you run?

It is too late to engage with young people at age 16 (Year 11). During Year 9 (14/15 age) they also select exam options and if they don't pick the relevant STEM subjects it can limit their options. To get them to choose these subjects however, they already need to be excited about STEM and this is why we go back to Primary School and Year 6 children.

### Other Schools Engagement Activities...

- Inclusion events where young people spent a day working on our manufacturing skill rigs.
- Job preparation events where the learners have spent a day going through tests and mock interviews.
- Sponsorship of two schools every year who take part in the Engineering Education Scheme for 6th form learners.
- Events for guidance teachers to understand career paths, as well as hosting INSET days for other teachers.



We have put in place a wide range of set activities, as well as a lot of ad-hoc support sessions and careers fairs.

**Monzukuri Caravan (circa 4500 children per year) Year 6 Primary**  
A full day session that is set at a school prior to bringing the children into Nissan.

- Hands on Lego production line - teams compete to build model car as quickly as possible. This looks at teamwork, removing waste, making improvements, quality.
- Hands on manufacturing equipment - looks at safety and equipment and how we turn sheet steel into parts. Involves using an impact wrench, removing a dent, manual dexterity exercises, parts selection.

**Eco School (circa 360 children per year) Year 6 Primary**

A full day session around the topics of global warming, climate change, sustainability and the all-electric Nissan Leaf.

- Focus on sustainable power using wind and solar photo voltaic farm, whilst introducing what Nissan does to contribute to a sustainable environment.
- Practical activity and vehicle demonstration - using a scale model Leaf learners practice how to generate and store electricity.

**Industrial Cadets (circa 260 children per year) Year 9 Secondary**

- Careers showcase and factory tour - Students get to meet young graduates from different departments in Nissan, including Engineering, Finance, Production, Maintenance, Information Technology, Production Control, HR.
- Five day production simulation - classroom workshop where two teams compete to set up a factory, develop and improve methods, establish production layouts and resolve quality concerns.

**Girls in Monozukuri Manufacturing and Engineering Year 9-Year 12**

This session is designed to show different routes and career paths available to girls within the manufacturing and engineering world, in an effort to encourage more young women to want to work in the sector. The gender gap is almost none existent in Primary Schools then grows and widens throughout Secondary School and we are trying to reduce this.

## Can you explain what F1 in Schools is all about?

F1 in schools is a fantastic multi-disciplinary competition, which starts with the students in teams of six undertaking the same process real Formula One teams follow from their initial business plan through to their car design.

They use Computer Aided Design (CAD) software, data analyses using CFD and drag calculation software, Computerised Numerical Control (CNC) machinery to manufacture their car and wind and smoke tunnels for testing. Once complete, they will race their car on Nissan's 20m F1 in Schools race track to see who has

designed and manufactured the fastest car.

**We like this program for two key reasons;**

- It needs some of the team to have a high level of capability in STEM subjects, whilst others must demonstrate creativity and be team players in order to be successful.
- There is a competition element of a Regional Final held at Nissan, which is now the biggest in the UK. The winners from this progress to a National Final now held at Silverstone, the home of the British Grand Prix. The winners from that can progress to a World Final. For the second year a team from the North East (Year 9 team from Kenton School) will be competing in the World Final, which is taking place in the lead up to the Austin Texas Grand Prix.

## You have been a strong supporter of Industrial Cadets for some time, can you explain some of the successes you have had through this programme?

We have been involved with Industrial Cadets since its inception and Nissan was part of the pilot programme in the North East. The success of this programme has been exposed as we have now had the first of the students who attended the pilot applying for our apprenticeships. We undertake this activity with 14 year old students, but we hope this will continue to help grow interest in Manufacturing and Engineering.

## What is Nissan's involvement around Primary Engineer?

We sponsor 10 schools to get involved in the Primary Engineer programme. We also take an active role in judging the final presentations and host the training days for both the support staff and schools that take part.

## Over 12,000 students have engaged with the Nissan Skills Foundation - this is a major achievement, how can other businesses get involved with schools?

As part of the NEAA we are more than happy to share what we are doing and to try and help other business do their own versions of what we have done. We are going to pilot a programme similar to Industrial Cadets for other companies who are not currently engaged with schools and we will be the hub for this project. Members can come and see what we are doing at any time if they contact us directly.

**For more information, please contact:**

Eddie Leng | Project Manager - Skills | NEAA

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# Schools Engagement Programmes



Nifco's latest Industrial Cadet students looking at their 3D printer

## Work Experience – A Vital Key to the Future

As part of a wide range of employability initiatives, including Internships and School and College Tours, Nifco UK Limited sees work experience as a key priority for the business and young people.

As a result, Nifco has partnered with Industrial Cadets to receive accreditation for the twice-yearly work experience programmes it offers to young people aged between 11 and 19.

Alycia Davey, Nifco training officer, comments: "As a business we have to lead on closing the skills gap, it is up to us to create initiatives which connect us with future talent, by raising awareness and developing employment skills at an early age."

Nifco runs two work experience programmes each year, one in the Spring and one at the end of the Summer term. Each programme has 4-6 students and they each follow a structured timetable of department appreciation – covering manufacturing, research and development and engineering as well as spending time with core business functions such as Finance, HR, IT and Marketing.

The aim of this is to not only give the students experience in Automotive Manufacturing but also to grasp an understanding of business in general. The departmental teams who offer the sessions volunteer their involvement, it's not mandatory and the benefit of this is that the sessions are engaging and fun.

At the end of each programme, the students must work together to deliver a presentation to senior managers and a representative from Industrial Cadets to demonstrate and communicate what they have learnt over the week; following this they are each awarded a certificate and personal feedback from their week in a closing ceremony.

The students are also given the opportunity to provide their own review of the week. Feedback is always positive with many either submitting applications for apprenticeship placements or indicating that this is something they will do when they come of age.

Rachel Mackie, area employer engagement manager at Industrial Cadets, said of the programme: "Industrial Cadets is

proud to accredit Nifco's fantastic work experience programme. "Many young people are not fully aware of the career opportunities that exist in their local area and an Industrial Cadet accredited work experience allows them to get an in-depth view of local industry which teaches them new skills and gives them inspiration for their future career.

"Industrial Cadets has gone from strength to strength within the region, we hope to further encourage local businesses to get involved to help inspire future generations."

Gone are the days of long stands and tartan paint which may have been offered by other companies, the Nifco Work Experience programme is committed to providing an enjoyable and interesting week of learning new skills - something that might just be the start of a great career with a company that is achieving great things.

[www.nifcoeu.com](http://www.nifcoeu.com)

# NifCO



## Industrial Cadets

Industrial Cadets is a programme inspired by HRH The Prince of Wales to connect industry with young people.

### Inspired by Royalty

In May 2010 HRH The Prince of Wales visited Tata Steel in Teesside. During the visit he said he'd like to see manufacturing companies doing more to engage with young people, to raise awareness of industry and job opportunities. Tata Steel was inspired to take action and decided to launch a pilot project to engage with local schools in Redcar. 'Industrial Cadets' was the name proposed by The Prince of Wales.

As an Industrial Cadets employer you can have direct influence in the development of skills in young people aged 11-19, helping to build a future talent pool, raise aspirations and careers awareness. Employers are using the Industrial Cadets framework to structure and accredit their workplace engagement programmes, accredit existing activities or develop new ones.

### For more details on the Industrial Cadets Programme contact:

Rachel Mackie | Area Employer Engagement Manager

Tel: 0121 663 0871 | Mob: 07787 423728

Email: [r.mackie@etrust.org.uk](mailto:r.mackie@etrust.org.uk)

[www.etrust.org.uk](http://www.etrust.org.uk)



Work Discovery Week 2015

## Work Discovery Sunderland

Now in its fourth year, Work Discovery Sunderland is a unique programme which helps the city's young people improve their employability by engaging with key businesses from around the North East and across a range of industries.

The year-long programme provides a range of opportunities for students to learn at first hand the diversity of careers open to them, through a range of sector specific days and guest speaker days which are held each term.

The activities culminate in Work Discovery Week, which this year runs from 11-15 July and is an intensive five days of activities with more than 1000 young people taking part.

The week begins with an opening ceremony at the Stadium of Light along with a careers fair, a fashion show which features clothes suitable to wear to work, workshops, hands on activities and a chance for the young people of the city to come face to face with prospective employers.

The careers fair is also extended so that, from 3pm to 5pm, older students, parents and carers can visit and talk to the exhibitors about career options.

Throughout the week there are a number of business visits, ending up on the final day with a "Dragons' Den" type challenge where young people present to a panel of experts a service or product they want to develop.

Work Discovery Sunderland – which is now held up nationally as an example of best practice – is funded completely through sponsorship and the support of the region's top businesses.

### For further information contact:

Stephanie Rose  
Sunderland City Council  
Email: [stephanie.rose@sunderland.gov.uk](mailto:stephanie.rose@sunderland.gov.uk)

[www.wdwsunderland.com/work-discovery-week/](http://www.wdwsunderland.com/work-discovery-week/)



## Tomorrow's Engineers

That there are two sides to every story is abundantly clear when you look at UK engineering. It's a hugely productive industry but (and it's a big but) there is an ever-widening gap between the supply and demand of skilled workers. The North East alone has an annual demand for nearly 6,700 technicians and engineers.

Engineering companies account for 28.6% of businesses in the North East and employ 168,000 people, so we're right to be concerned for the future. To have any chance of bridging the skills gap we need to work in partnership to inspire the next generation. The first step is to get young people to understand what engineering has to offer.

We have to inspire more young people to continue studying maths and science. Through collective ambition and combined effort we can help more young people make the link between classroom learning and real career opportunities. Hearing directly from an engaging engineer and trying some hands-on engineering themselves really brings the industry to life.

As the Tomorrow's Engineers Employer Support Manager for the region I am helping engineering companies develop a strategic approach to their engagement activities. Working with the NEAA and some of its members, we are starting to map schools engagement within the automotive sector, evidencing reach, assessing impact and identifying cold spots – areas where engineering outreach can have the greatest impact.

If you're part of the Tomorrow's Engineers network you'll already understand the importance of local coordination, which research shows can triple the impact of schools outreach. If you're not,

let's see how you can get involved.

Tomorrow's Engineers is led by the engineering community and it is that collective ownership and collaborative spirit that makes it unique. It doesn't offer a single off-the-shelf package, dictate how to get young people engaged or believe that one size fits all. Instead, it provides a platform for you to grow the talent pipeline locally as part of a coordinated approach to inspire more young people about careers in engineering.

### For more information on how to get involved with Tomorrow's Engineers contact:

Moirá Shaftoe | Employer Support Manager (NE)  
Email: [mshaftoe@engineeringuk.com](mailto:mshaftoe@engineeringuk.com)

[www.tomorrowsengineers.org.uk](http://www.tomorrowsengineers.org.uk)



## Primary Engineer

Primary Engineer is a not-for-profit organisation established in 2005 with the vision to inspire, discover and educate the future generations of Engineers. The programme is about bringing engineering into the school curriculum inspiring pupil's about engineering, up-skilling them with the skill sets associated with engineering and engaging them with learning at an early age.

In actual fact, they provide what can only be described as a Universe of Engineering®! Early Years Engineer®, Primary Engineer®, Secondary Engineer®, NE Special Leaders Award, The Institution of Primary Engineers®, The Institution of Secondary Engineers® all of which look to provide opportunities for engineers to engage with the teachers and schools to inspire the pupils.

To do this, Primary Engineer train teachers, link them to engineers, try to provide opportunities for the training to be delivered in an industrial setting and offer the schools layers of curriculum mapped programmes.

Primary Engineer is now 10 years old. It started with Primary Schools, but over a decade the programme has expanded its reach into Secondary Schools and Early Years classrooms. NEAA members currently working with Primary Engineer include ElingKlinger, Nissan and Quick Hydraulics, with other members interested in engaging in the programme.

Primary Engineer has created a series of training courses for primary teachers, starting with basic structures and mechanisms, which builds onto 3D printing and programming. The emphasis is on making things, using maths and science to inform the design and build, and testing to realise creative solutions to problems.

Over time it became evident there was a need to catch the primary children as they entered Secondary School. They had engaged with engineering skills to such a level in primary that the secondary Year 7 Curriculum needed to build on the primary experience. This was when the Secondary Engineer Fluid Power Challenge (FPC) was developed. Training is provided for secondary teachers from a Science, Mathematics and Design Technology background and is a project that runs across all three subject areas - building on the manner of teaching in Primary Schools and developing the pupil's skills and raising attainment.

Primary Engineer then looked at the other end of the spectrum - reception classes and Early Years and decided that they could start even earlier - in fact teachers asked them if they could! This was when they created Early Years Engineer®.

Looking towards the future Primary Engineer recognised a need to develop the individual pupils with and towards engineering and manufacturing and developed the concept of two professional engineering institutions but for pupils - the Institution of Primary Engineers and the Institution of Secondary Engineers.

If you would like to get engaged with Primary Engineer, you can do this by offering engineering support a few times a year or by adopting a school to fund the Primary Engineer engagement.

Dr Susan Scurlock | Chief Executive and Founder  
Email: [susan.scurlock@primaryengineer.com](mailto:susan.scurlock@primaryengineer.com)

[www.primaryengineer.com](http://www.primaryengineer.com) Primary Engineer® Programmes  
*...the first step* 



Primary Engineer trains teachers

## AV Dawson Promotes High Tide Foundation

High Tide Foundation connects young people and businesses on Teesside with a focus to develop skills and opportunities in a structured framework providing measurable, long term results for all.

NEAA member, AV Dawson, talks about their involvement with the High Tide Foundation...

### How did you find out about the High Tide Foundation and how long have you been involved?

AV Dawson has been involved since the High Tide Foundation was formed, as it is one of the main freight logistics businesses operating on the River Tees.

### What was your reason for becoming a member of the High Tide Foundation?

AV Dawson recognises the importance of supporting the local community and particularly supporting the development of young people. It is also keen to inspire more young people to consider careers in the logistics sector to develop tomorrow's workforce.

### What support have you provided to High Tide?

AV Dawson provides regular work experience placements, as well as working more closely with High Tide to explore new opportunities to support its work.

### What have you gained from your involvement in High Tide Foundation?

AV Dawson has gained a great deal from working with High Tide, both for the organisation and for individuals within the business. Offering work placements has provided several colleagues with the opportunity to develop their own skills as mentors.

### What are your plans for your involvement in High Tide in the future?

AV Dawson is currently identifying new ways to work collaboratively with High Tide and build further on the great work it already does. One particular area that it is currently exploring is an Automotive cadetship.

Find out more about the High Tide Foundation at [www.hightidefoundation.co.uk](http://www.hightidefoundation.co.uk)



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OPPORTUNITIES ON THE HORIZON



## STEMNET

### Invest in your future workforce through the STEMNET Ambassador Programme!

We need your help to excite and enthuse students and teachers about the relevance of Science, Technology, Engineering and Math's (STEM) to their everyday lives and the career opportunities that are available.

The STEMNET Ambassador program is a UK-wide network created to help industry to do this. It connects our most inspiring scientists, engineers, mathematicians and technology experts with hundreds of thousands of young people across the UK.

By volunteering to become a STEM Ambassador, your employees would be given a brilliant opportunity to motivate young learners whilst also developing themselves professionally through using communication, presentation, and planning skills. It also encourages employees to think about their career in relation to the wider community around them.

#### RTC North can help your business develop projects with schools:

- Carrying out a free CRB check for Ambassadors
- Inducting Ambassadors about how to approach the classroom
- Finding relevant projects for Ambassadors to engage in
- Helping you build contacts and liaise with schools and other STEM Ambassadors

#### Benefits to employers include:

- Enhanced reputation in the local community
- Strengthened communication, planning and presentation skills of employees
- Development of skills, knowledge and understanding of the future workforce
- Helping dispel myths about your industry
- Generating interest in future employment from a pool of local talent

By becoming STEM Ambassador's your staff would have the opportunity to bring learning to life for students by providing an insight into the world of work in their particular profession or occupation. They will also be able to demonstrate what it is like to work for an organisation such as yours and provide students with information on the choice of careers available.

To get involved in the STEMNET Ambassadors Program contact:

Tel: 0191 516 4400

Email: carol.harrison@rtcnorth.co.uk

[www.stemnet.org.uk](http://www.stemnet.org.uk)

## Apprenticeship Working Group

Apprenticeships is a fundamental element of the NEAA's Skills Strategy. The Apprenticeship Working Group is chaired by Geoff Ford MBE, Chairman, Ford Engineering Group and its aims and objectives are:

- Understanding current landscape
- Identify exemplar companies & providers (key hubs)
- Identify member companies not engaged and cajole/persuade them to do so where appropriate
- Promote Apprenticeship Traineeships
- Provide Information Advice and Guidance on apprenticeship recruitment and training
- Support the Apprenticeship Matching Service

A newly set target for the Apprenticeship Working Group is to increase the number of companies taking on apprentices from the current 35% by 5% year on year across the Advanced Manufacturing Footprint until all applicable companies participate. This is to be reviewed in line with new Trailblazer Standards and Levy impact in 2017/18.

#### Trailblazer Standards

Groups of employers, known as trailblazers, are leading the way in carrying out the changes to apprenticeships. They are working together to design apprenticeship standards and assessment approaches to make them world class. The standards show what an apprentice will be doing and the skills required of them, by job role.

The new apprenticeship standards for automotive can be found here: [www.gov.uk/government/publications/apprenticeship-standards-ready-for-delivery](http://www.gov.uk/government/publications/apprenticeship-standards-ready-for-delivery)

#### Apprenticeship Levy

In April 2017 the way the government funds apprenticeships in England is changing. Some employers will be required to contribute to a new apprenticeship levy, and there will be changes to the funding for apprenticeship training for all employers.

The apprenticeship levy requires all employers operating in the UK, with a pay bill over £3 million each year, to make an investment in apprenticeships. You can benefit from this investment by training apprentices.

Further details and an Employer Guide, has now been published at [www.gov.uk](http://www.gov.uk)

#### For more information, please contact:

Eddie Leng | Project Manager - Skills | NEAA

Email: [ELeng@northeastautomotivealliance.com](mailto:ELeng@northeastautomotivealliance.com)





Sharing best practice between Calsonic Kansei and Kasai

## NEAA Launches HR Focus Group

A fundamental strategy of the NEAA is to encourage automotive members to share best practice and solve common problems for the benefit of the region as a whole. Through the Business Excellence Working Group, the NEAA is ensuring this transaction is taking place.

Aside from manufacturing issues, the industry can ensure best practice is shared across all business functions, including Human Resources. With this in mind, the NEAA has recently launched a new focus group addressing the area of Human Resources, led by Michelle Brown, Senior HR Manager – Europe, Calsonic Kansei.

The HR Focus Group was first set up to share HR best practice amongst first tier suppliers and wherever possible cascade this to all members.

Calsonic recognises that it is not the custodian of all HR best practice, and therefore sees the value in sharing and discussing with other like-minded companies. By working together solutions can be more readily addressed, usually in a much timelier and efficient manner.

Areas for consideration at the HR Focus Group include:

- Employment Law
- Salary Remuneration
- Training and Development
- Organisational Development
- Provider Best Practice Presentations
- Agency Deployment
- Legislation

This monthly focus group will discuss current opportunities, whilst also looking longer term.

Currently, a number of first tier suppliers are involved however, the NEAA has encouraged core member organisations to get involved.

**For further details on joining the HR Focus Group, please contact:**

Eddie Leng | Project Manager - Skills | NEAA  
Email: [ELeng@northeastautomotivealliance.com](mailto:ELeng@northeastautomotivealliance.com)



## South Durham UTC to Open September 2016

The South Durham UTC (SDUTC) will be located on the Aycliffe Business Park and will be the regions first University Technical College. Opening in September 2016, the UTC will offer 14-18 year old students the opportunity to not only study GCSE and A Level subjects, but also experience first-hand the needs of the Manufacturing and Engineering sector.

SDUTC has three founder sponsors including the University of Sunderland, who will provide the educational support and the support needed to set up the college, as well as Hitachi Rail and Gestamp Tallent who will provide the manufacturing and engineering support needed to make the UTC stand out from other schools. All three sponsors have been involved since its concept back in 2011.

Whilst we have three founder sponsors, the UTC has now attracted over 30 sponsor companies who will help drive the engineering agenda within the UTC in South Durham. Students will carry out their normal studies but will also experience problem based learning directly in the manufacturing sector up to one day per week.

The UTC is a new build funded through the Educational Funding Authority and is on plan for opening this September. Student numbers for the first intake have been achieved, along with the recruitment of a Principle and the teaching staff required for the first year.

This is the start of a great and promising project that will enable the future generations of budding engineers and support staff to gain the right experience and be in the best possible position to start a career in Manufacturing.

As a trustee, David Land, has been involved from the start and has been able to influence the building as well as ensuring the culture is right to meet industry needs.

For further information visit [www.utcsouthdurham.org](http://www.utcsouthdurham.org)

UTC South Durham,  
c/o Xcel Centre  
Long Tens Way,  
Aycliffe Business Park  
County Durham, DL5 6AP



David Land, Director,  
Drive 2 Business





Gestamp Tallent college project presentations

## 50 years of Gestamp Tallent Apprenticeships

David Pearson, training controller at Gestamp Tallent Ltd talks about Gestamp's 50 years of heritage and why apprentices have become the backbone of the Company...

### Why is Gestamp passionate about apprenticeships?

Being an engineering company, apprenticeships have always been a big part of our recruitment strategy and we have invested continuously in apprenticeships since the early seventies. More recently, because of a national shortage of engineers and the increasing levels of youth unemployment, it has become more of a focus.

Over the years, apprenticeships have proven to us that they are the ideal platform on which our employees can build their careers. They provide major career opportunities for young people and many of the individuals who joined the Company on the apprentice scheme have worked their way up through the ranks to some of the most senior positions within the Company. Due to this, apprentices have become the backbone of the Company.

### What does a Gestamp apprenticeship programme look like?

We have three Advanced Apprentice Programmes which cover Toolmaking, Multi-Skilled Maintenance and Commercial (Business) and last for four years. In addition, we also run a Manufacturing Apprenticeship aimed at training our future operators, which has a 12 month duration. We have invested in our programmes by ensuring we have dedicated trainers to manage the programmes and have also developed a Training Academy with dedicated facilities for the apprentices.

As an example, the Toolroom and Maintenance Programmes follow a four year programme with the first year spent off site at Hartlepool College learning the engineering foundations. The remaining three years are spent on site learning the role from our skilled technicians while continuing their academic studies at college on a day release basis. It is expected that all apprentices will achieve a minimum of a HNC qualification. The commercial apprenticeship is based on site from day one with day release to college to complete the Apprenticeship Framework requirement whilst attending University to study for a degree in Leadership & Management.

### What differentiates your apprenticeship programme?

We have developed a training academy with a dedicated apprentice development centre and to ensure they have the

correct skills we have a Scheme of Work detailing specific skill requirements above those detailed in NVQ. Progress is monitored with weekly logbook reviews.

To prepare the apprentices for their programme, we run a development programme through a Company called Dove Nest. This is run in conjunction with our sister plant in Wales and is aimed at building both their team working capabilities and also developing their leadership skills.

We work closely with the local Education Business Partnership and all apprentices are trained as Business Ambassadors to allow them to go into schools to promote apprenticeships. Additionally, we support separate local projects in schools to raise awareness of apprenticeships amongst students.

Our apprentice programmes are viewed as best practice on how to recruit and retain skills within Gestamp globally. We equip the apprentices with key attitudinal competencies so they are aware of the expectations of the working environment. This allows them to develop the right mind-set to be successful at work and are better equipped to move into senior roles at a very early stage. Due to this we often receive feedback from our Training Providers on the high standards of our apprentices.

### Gestamp has been employing apprentices for 50 years, meaning you have a significant heritage. How has your apprenticeship programme developed?

We manage to keep the apprenticeships up to date with the business requirements and keep abreast of technological advances to ensure the apprentices have the skills to deal with changes in technology. We review the programme in conjunction with our delivery partner and update where required.

### How do you see your apprentices shaping the company going forward?

The apprentice programme gives us increased loyalty and provides a replacement strategy as skilled people are promoted, leave or retire. Across the business we have a large number of people in senior positions who have progressed from the apprenticeship scheme and I see this continuing in the future as part of our Succession Planning Strategy.

### What success has the apprenticeship programme had?

There are a number of individuals who have flourished and progressed within the business from the apprenticeship programme but the facts below will give credence to the success of our scheme:

- 33% of Senior Management Team are former Gestamp apprentices
- 47% of Skilled personnel are former apprentices
- 100% of Maintenance Management Team are former apprentices
- 50% of the new Project Engineering team are former apprentices

### What advice would you give to a member company looking to start an apprenticeship programme?

There are an awful lot of very good, motivated young people out there who can bring so much to your Company. The cost to recruit, train and educate apprentices into the roles can be justified against the cost of recruiting skilled staff.

To recruit a skilled person we have to take into account recruitment costs, agency fees and higher initial salary but also the re-training costs to give the person the correct level of skills for the role. This is done in an often transient labour market making the apprenticeship route more attractive and the benefits at the end of the programme are young people with the correct skills who are motivated to do a good job and drive your business forward.



Emma Thompson joined Altec as a Toolmaking Apprentice in September 2014 and is continuing her practical and academic studies

## Altec Apprentices Now Number Over 10% of the Workforce

Much has been said in recent years in relation to the key role that apprenticeships will play, if we are to build the skill base needed to grow manufacturing output in the United Kingdom. It has been all too easy to forget however that apprenticeships were once actually the lifeblood of industrial manufacturing companies, and many of those who cut the recruitment and training of apprentices in the past have suffered chronic skill shortages as a result.

For the Altec Engineering Group, which comprises of North East based: Altec Engineering, Ronco Engineering, Quick Hydraulics, Hydrofit Alliance plus Bradford based Sigma Technologies, this has never been the case.

Altec managing director David Steel commented: "As it becomes increasingly difficult to find the skills to match our specific requirements in the outside world, we will continue to recruit apprentices which we can train in the skill sets which we require. This means that Altec Group Companies will never suffer from the skills gap that blights many engineering companies today.

"Apprentices make a significant contribution to our business, not only from the work they do whilst they are training, but also in the stability they provide for the company as we look to the future. Bringing our own engineers up through the ranks allows us to be completely confident that we will continue to have the necessary skills and resource to maintain growth within both our current and new market segments."

The Group's commitment to apprenticeships was further reinforced by joining The 5% Club, an industry led initiative focussed on driving momentum into the recruitment of apprentices, graduates and sponsored students. The campaign was initiated by defence technology company QinetiQ with an aim to get the UK's public and private companies to commit to raising the number of apprentices, sponsored students and graduates on formal programmes, to 5% of their total workforce within five years.

Currently, in excess of 10% of the Altec Engineering Group's 150 strong workforce are in various stages of apprenticeship training,

either in-house or with local further education colleges and universities.

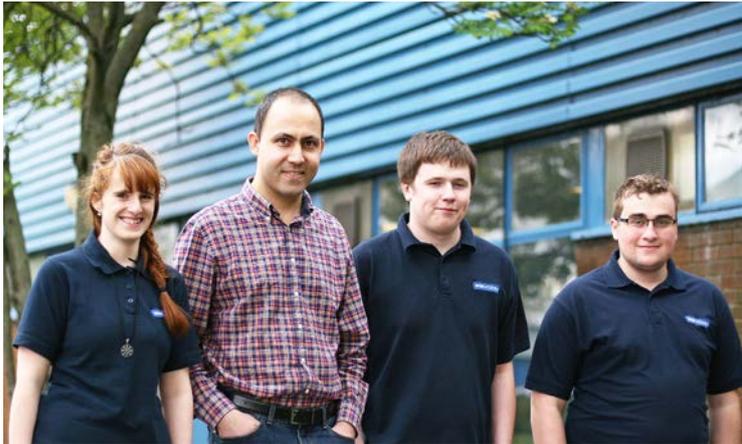
The Altec Engineering Group has grown significantly over the last 18 months, through a combination of organic growth and acquisition, and is on target to triple turnover to £32M by 2019.

David Steel commented: "Our growth strategy means we will require additional skilled engineers year on year. Our apprenticeship program is designed to support this growth as new apprentices join and others complete their training each year, allowing us to fill positions with highly skilled engineers who already understand our ethos of quality and customer satisfaction."

Altec's ongoing investment in apprentice training has served the Group well over the years as their apprentices graduate and take up key roles within CNC Precision Machining, Special Purpose Machine Build and Inspection & Metrology etc., ensuring continuity of skills throughout the various departments and divisions and building a solid skill base for future growth. A classic example of the potential for Altec apprentices is that of Nick Batey who started his career as an apprentice at Altec and is now Managing Director of the Group's Special Purpose Division.



Altec apprentices make a valuable contribution to the company both during and post training



Sevcon Graduates L-R: Danielle Walsh, Ehsan Dehghan-Azad, Jack Dunn, Christopher Goodwin

## Graduate Working Group Taking Shape

**The five Universities of the North East, along with the Association of Colleges and key NEAA industrialist members, led by Richard Clennell, vice president of Quality at Sevcon, have established the NEAA Graduate Working Group.**

The key objective of the group is to establish the current state of students studying STEM subjects related to Engineering Manufacturing. From this we will highlight student placements, internships and graduate positions via the NEAA, ensuring that we maximise our graduate potential in the North East of England.

We are delighted that all five Universities are supporting the NEAA, which includes the University of Sunderland, Newcastle University, Northumbria University, Teesside University and Durham University.

NEAA talks with Richard Clennell about the Graduate Working Group and how Sevcon supports graduate recruitment...

### What is the current state of the Graduate Working Group and how quickly do you see this progressing?

The strong educational establishments' involvement in the group needs to be matched by industrialists. This situation however, is likely explained by the fact that businesses are constrained in spare capacity for such activities. All time spent must be focussed and fruitful for businesses, whereas educational establishments have staff specifically for industry engagement.

The group and the NEAA can minimise input and maximise output for the businesses. Colleges and Universities will help by reducing the engagement points for business, whilst also providing simple and standardised offering summaries.

We would hope that significant improvement in bridging the gap between business requirements and education offerings can be gained within the year. We also hope that we can de-mystify the related funding options soon afterwards.

### How can we maximise graduates staying in the NE?

We need to communicate how exciting, rewarding and solid engineering employment in North East England now is. The NEAA and other initiatives are showcasing the strength of our region in engineering in Global terms. Graduates are needed to fuel the

expected growth and replace the ageing engineering workforce, but they must see and believe how strong North East businesses are in new technologies.

Not just graduates, but school children, teachers and parents must all understand how fulfilling, permanent, expansive and rewarding engineering careers can now be in the North East.

By the provision of clear, simple and direct funding whose purpose is not solely to achieve political KPI's, the Government can help hard pressed businesses achieve this target.

### What is Sevcon doing around Graduate recruitment?

Although we are an SME, we run the Sevcon Scholarship Scheme, which pays University fees from the end of the first year of study and also provides paid holiday employment for the selected students. We currently have students in four different Universities. This support is available all the way through to PhD qualification.

This year our permanent engineering staff of 55 will have seven students and two interns working with them, whilst they also fulfil their personal busy workloads.

So there is significant commitment from both Sevcon and the employees towards graduate recruitment.

### How can businesses, particularly SMEs, get more geared up for taking on graduates?

For permanent engagements, determine the skills, abilities and personal attributes you want from your graduates, as well as their academic competencies and also work out when you need them. Take into account the potential learning curve for the intended role and at what rate you will need graduates going forward. You should also research and decide upon appropriate pay, conditions and promotional options to remain competitive.

For short term requirements or intern placements, define your projects with minimised permanent staff supervision, and prepare clear descriptions and objectives.

### If you are a business looking to start employing graduates, where is the best place to start?

In the short term, there are a myriad of employment fairs and industrial engagement contacts in every University and College. Another good way to get to know students and for them to understand your organisation is to employ interns for specific short-term projects you have.

For the medium term, the best place to start would be to provide your graduate requirements to the NEAA so that the collated summary can be discussed, made visible, then addressed and fulfilled by the Graduate Working Group and their organisations.

In the long term, you could also offer, via the NEAA, to support presentations and activities intended to excite and enthuse the next generation of graduate engineers.

### If you would like more information about joining the Graduate Working Group, please contact:

Eddie Leng | Project Manager - Skills | NEAA  
Email: [ELeng@northeastautomotivealliance.com](mailto:ELeng@northeastautomotivealliance.com)

[www.sevcon.com](http://www.sevcon.com)

**SEVCON**<sup>®</sup>  
Electrification Partner

## hyperMILL Software from OPEN MIND Technologies Does a Good Turn for Altec Engineering

NEAA member OPEN MIND Technologies has delivered a further seat of *hyperMILL* CAM software to fellow NEAA member Altec Engineering Group as part of an ongoing investment in state of the art CNC machine tools, facilities, infrastructure and personnel.

The Durham based Altec Engineering Group of companies continues to grow, both organically and through acquisition. With over 140 employees, an impressive 10% of which are apprentices, the Group continues to consolidate its position within existing markets and has also successfully diversified into new market sectors.

Key to the Group's continued success has been ongoing investment in state of the art CNC machine tools, facilities, infrastructure and personnel. In excess of £1.5m has been spent on CNC machine tools alone in recent times, including the purchase of two large Mazak 5-axis machines, a Studer CNC universal grinder and multiple seats of *hyperMILL* CAM software from fellow alliance member OPEN MIND Technologies.

Two separate divisions operate from the Durham site. The recently expanded machine shop produces low volume high complexity CNC machined components and also services the company's Special Purpose Equipment division, which produces sophisticated production automation systems for OEM's.

As part of the Group's diversification strategy, Altec now operates within the automotive, military, motorsport, oil & gas and space science industries. The machine shop boasts over 15 CNC machine tools that include a variety of 3, 4 and 5-axis machines from Haas, Hurco, Mazak, Mori Seiki, XYZ and Studer. The one common factor that links these machines is that they are programmed with CAM software from OPEN MIND.

OPEN MIND Technologies develops and sells innovative CAD/CAM solutions that generate optimised NC milling and turning programs for machine tools from digital models interfaced from any CAD platform. Manufacturers from a broad range of industries around the globe have decided to go with OPEN MIND products because they enable cost-effective and efficient



manufacturing. This leads to models, prototypes, tools, moulds, prismatic workpieces, integral components and more, all in impressive quality.

Recalling the arrival of its first seat of *hyperMILL*, Altec Engineering's CNC production engineering manager, Mr Anthony Powell says: "We bought some Hurco machines almost a decade ago and as our CAM system was inadequate for our needs, Hurco recommended *hyperMILL*. We diligently trialed various packages, but nothing compared to the *hyperMILL* package recommended by Hurco.

"We have since installed a selection of machines from various vendors and OPEN MIND has supplied the post-processors for every machine. This has made the integration of any new plant completely seamless. In addition, our machine purchases have evolved from 3 to 4-axis and now the latest 5-axis machines and *hyperMILL* has been so user friendly, that any transition to new machines has been simplified."

The North East company now has three seats of *hyperMILL* with a fourth on order, which will include the latest millTURN module for the company's turning centres. With two programmers in the subcontract division working a single shift to keep pace with 15 machine tools and 28 machinists working over two shifts, the additional seat with the millTURN feature will be accompanied by a new programmer promoted from the shop floor.

As the epitome of subcontract production, the Altec machine shop produces anything from 1 to 20 off batches of complex parts from materials that range from aluminium and stainless steel through to most exotic materials. With anything from 200 to 500 individual parts produced each month, the efficiency of the programmers is down to their expertise and the programming speed of *hyperMILL*.

For further information about Altec Engineering Group visit [www.alteceng.co.uk](http://www.alteceng.co.uk)

For further information about OPEN MIND Technologies visit [www.openmind-tech.com](http://www.openmind-tech.com)



## Arlington Automotive

### Arlington Automotive and its integrating powers!

Arlington Automotive, a division of Arlington Industries Group, is pioneering force in automotive supply chain solutions.

We are a leading Tier 1 supplier to global OEM's such as Alexander Dennis, Aston Martin, Ford, JLR, Nissan and work very closely with Tier 1 companies such as Calsonic Kansei, Faurecia, Futaba, Gestamp, Grupo Antolin, Johnson Controls, Lear Corporation, R-Tek to name but a few.

Our automotive division of this global supply chain consolidator of Arlington Industries Group was being formed through successful acquisitions of UK companies specialising in outsourced assemblies, pressings, coatings, welding and later this year, injection moulded plastics. Our ultimate aim is to offer cost effective solutions by reducing and consolidating supply chains on behalf of our clients.

#### Integrating Supply Chains

The strategic decision to acquire successful businesses with diverse operations not only strengthens our competitive advantages but also allows our employees to share knowledge, experience and be part of a growing team!

At Arlington Automotive we believe in CSR; both diversity and workplace equality are deeply rooted in our corporate initiatives. 55% of over 330 strong team have some form of disability.

As an expanding division of a global supply chain integrator, we are proud to be members of, respected within our industry, organizations, such as NEAA or SMMT, Achilles and others.

Supporting Automechanika this year is the business development team, headed by Peter Coates, managing director of Arlington Automotive. Peter says "Arlington Automotive has every opportunity to become the one stop shop for OEMs and Tier 1-2 companies in the UK market, which is the third largest in Europe.

"Automechanika is the perfect platform for us to meet up with our business partners and show support to the industry."

Ania Drzewiecka | Group Marketing Manager  
Email: a.drzewiecka@arlingtonindustriestgroup.com

[www.arlington-automotive.com](http://www.arlington-automotive.com)



## Reprotec UK Limited

Established in 1988, Reprotec UK Ltd specialises in providing cost effective, environmentally-friendly repair and protection solutions, using resin-based products to protect the fabric of buildings.

With clients including Nissan and Unipres, Reprotec UK Ltd has a nationwide reputation for providing repair and protection solutions for flooring, walls and roofs to the automotive sector. Headquartered in Langley Moor, Durham, the business has expertise in a range of sectors including food and drink, pharmaceuticals, aerospace, retail, engineering, education, leisure and manufacturing.

Reprotec UK Ltd's highly trained staff have more than 100 years of collective experience. The company offers fast cure, solvent free systems, which enable staff to complete work around clients' production schedules. Alongside its specialist contracting service, Reprotec UK Ltd offer an online service whereby people can purchase materials to protect the wearing surfaces of buildings to be applied themselves. Its specialist systems can also replace conventional vinyl floors, which are fully sustainable and cost effective.

Reprotec UK Ltd's resin flooring solutions are underpinned by its core commitment to sustainability. It is the only company in its sector to divert 100% of its waste from landfill. Nick Megson, Commercial Director at the Reprotec UK Ltd, is the ambassador for Recycling and Sustainability for the Resin Flooring Association (FeRFA). Last year the company's dedication to sustainability was recognised when Reprotec UK Ltd won an International Corporate Social Responsibility Award at the International CSR Excellence Awards.

Reprotec UK Ltd has a wealth of experience in the automotive sector and has supported fellow NEAA member, Mecaplast in the application of pedestrian safety walkways and pedestrian crossways in its factory. Reprotec UK Ltd also applied high build coatings to work areas. In order to allow for production to continue as normal, Reprotec UK Ltd completed the work over two weekends.

Lear and Faltec are among the other NEAA members that Reprotec UK Ltd has successfully completed projects for.

#### For more information contact:

Nick Megson | Commercial Director  
Tel: 0191 378 2566

[www.reprotec.co.uk](http://www.reprotec.co.uk)



L-R: John Holmes, Managing Director at Reprotec UK Ltd, David Cann, General Manager UK for Mecaplast (client of Reprotec), Nick Megson, Commercial Director at Reprotec UK Ltd.

## VRTGO Labs

### Europe's Only Industry-led AR & VR Centre of Excellence

VRTGO Labs is Europe's only industry-led Virtual Reality (VR) and Augmented Reality (AR) centre of excellence that brings together the best VR and AR companies, academia and freelancers to collaborate on the development and commercial application of these emerging technologies.

The North East sees the largest cluster of 25 AR & VR companies working in various sectors, including automotive, delivering ground breaking applications via the latest technologies. A cluster development programme underpins VRTGO Labs, aimed at raising market awareness and supporting dynamic growth of the sector.

The VRTGO Lab companies work with organisations to understand how a VR or AR application could benefit the business. Areas being addressed are Health & Safety, Maintenance, Training, Design and Sales & Marketing but not limited to.

VRTGO Labs supports the companies by running sector specific events, inviting businesses along to engage with the companies, and generally find out more about VR & AR and get to experience some of the applications first hand.

The Labs also signpost companies that are interested in looking at



a VR project to the cluster. If you have a project or an idea, we will push it out to the all the companies and arrange introductions.

For more information on VRTGO Labs and the companies we represent, please contact:

Carri Cunliffe | MD Secret Sauce  
Mob: 07881 833443  
Email: carri@secret-sauce.co.uk

[www.vrtgolabs.com](http://www.vrtgolabs.com)



## Peak Performance Partnership (3P)

***"Only organisations that truly engage and inspire their employees produce world class levels of innovation, productivity and performance"***

*David MacLeod and Nita Clarke, Engaging for success: Enhancing performance through employee engagement*

3P is an established business performance consultancy. Our trainers, coaches and consultants will help you to unlock the potential of your people to improve productivity and drive business performance.

3P is a regional ambassador for the government-sponsored Engage for Success movement and have experience, knowledge and expertise in delivery of engagement focussed programmes.

Established in 2013, the 3P team have a combined experience of over 100 years of improving business performance in blue chip companies and an in depth knowledge of the link between people engagement and improved business output.

**Our range of innovative products includes:**

- **UP4G Employee Engagement Programme**  
"Unleash Potential for Growth" – superb for building team and organisational dynamics
- **Engaging Manager Development Programme**  
"Tap into the 'Power of 95'" – your frontline managers typically influence up to 95% of the entire workforce and are therefore your 'key influencers'

### • Talent Management Solutions

Engagement & Retention is one of the 4 pillars of 3P's holistic talent management service, alongside Acquisition, Development and Succession Planning

Whether you're looking to develop your key influencers or to engage your employees, get in touch with us to find out how we can help you to improve productivity and drive your business performance.

Tel: 0191 4872797/ 07453 973791  
Email: info@3p.co.uk

[www.3p.co.uk](http://www.3p.co.uk)



3P Directors L-R: Business Development Director Trevor Norman, Operations Director Ian Teggert, Continuous Improvement Director Kenny Wright & Managing Director Lindsay McGhie

## Sigma SMS

Greg Lynch, of whom some NEAA members will know from his 20+ years, senior commercial tier 1 experiences with the likes of Tallent/ Gestamp, Hashimoto/ Faltec and Mecaplast Peterlee, has recently joined an exciting company – Sigma SMS.

Using experience and knowledge in the North East Automotive supply industries, Greg joined SMS Sigma at the end of 2015 to assist their business development expansion in Europe, as the position of Technical Sales Manager Europe.

SMS, who manufacture and supply Powertrain components from South Korea, specialise in various processes including Aluminium castings, high pressure die cast or gravity/ permanent mould methods.

South Korea has some significant Leading Competitive Country (LCC) advantages to offer including, very modern efficient and reliable infrastructure, substantial investment in manufacturing, technical and engineering skills and global logistics experience together with extremely competitive energy costs make it an ideal and competitive supply source. Additionally, distance to main export ports is only around five hours.

SMS Sigma is a well-respected and trusted supplier into the USA and Europe, with global sales of over \$100M. End users are Audi, Jaguar, GM, Ford and Honda.

TS 16949 and ISO 14401 certified, Sigma manufacture and supply Oil Pumps, precision machined Aluminium castings & forgings up to 20Kg, screw type components and tubular products. These are all fully tested and quality assured.

Greg is based in the North East so is ideally situated to support the North East Automotive supply Industries. SMS main UK offices are in Leigh on Sea, Essex.

**If you would like to understand the benefits of South Korea and SMS Sigma please contact:**

Greg Lynch | Technical Sales Manager – Europe

Mob: 07771 911227

Email: glynch@thesalgroup.com

[www.sms-korea.co.uk](http://www.sms-korea.co.uk)



## Narrative Communications

### Telling unforgettable stories

People tell stories. It's part of the human condition. The best ones are told again and again down the generations across many channels; using pictures, words, music or dance. As an integrated communications agency, we do the same, telling our clients' stories in an integrated way through a range of platforms.

At Narrative Communications, we use the full range of marketing communications tools to allow businesses from across the UK and across a range of sectors, to engage with their markets more effectively.

Purposeful, succinct, poignant; the stories we help our clients to tell affect positive behavioural change amongst audiences.

Because there are so many ways (and even more places) to tell stories, we chronicle cross channel, creating digital and analogue experiences that work effectively in isolation, and exceptionally together.

We use stories to create cohesive, spine tingling creative. We use them as the basis of our public relations enterprises. We use a narrative approach to inspire our marketing strategy work. We use it to compose advertising campaigns that sing and digital work that differentiates.

There is nothing tenuous about our narrative approach. The

outstanding results of the stories we've told tell a story of their own. Why not let us do the same for your business?

**For more information, please contact:**

Kieron Goldsborough | Managing Director

Tel: 0191 516 6730

Email: [kieron@narrativecommunications.co.uk](mailto:kieron@narrativecommunications.co.uk)

Narrative Integrated Communications, North East BIC, Sunderland, SR5 2TA

[www.narrativecommunications.co.uk](http://www.narrativecommunications.co.uk)

**NARRATIVE**  
INTEGRATED COMMUNICATIONS



## Nelson Stud Welding

Nelson Stud Welding Incorporated is part of the Doncasters Group. The Nelson Company was originally formed in 1939 by US shipyard worker Ted Nelson.

Nelson has manufacturing plants in Elyria, Ohio, USA, Gevelsberg, Germany and Tianjin, China. R & D departments are based in Elyria and Gevelsberg. Sales offices are provided across the US, Canada and South America with regional European offices in Italy, France, Spain and United Kingdom. Nelson also have official distributors in Scandinavia, the Middle East, Russia, Asia, South Africa, Australia and New Zealand.

Nelson design and manufacture advanced technology semi and fully automated stud welding systems for the automotive industry and tier suppliers where the requirement is for a fully integrated production cell.

Our latest KSE1000 systems include fully modular feeders and servo electric weld heads. The weld heads can be robot or static mounted and can be fed with different size studs.

Our control system uses various industry standard devices to communicate with a robot or plc. Nelson also produces a vast array of weld studs to complement our weld systems.

We also manufacture a range of hand operated inverter and transformer based stud welding equipment designed for the construction, ship building and repair, structural fabrication and sheet metal industries. Welding is controlled by a digital interface which controls the output current to close tolerances to give excellent weld consistency.

Nelson Stud Welding is part of the Doncasters Group which is



based in Burton on Trent, Staffordshire, UK and includes our sister companies EBC (Erie Bolt Company), Specialty Fasteners and the Ferry Cap and Screw Company.

### For more information, please contact:

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## Industrial and Organisational Health (IOH)

### Working together to keep your employees and business healthy

The rise of occupational health services in the UK has been prolific in recent years. However, there is still a lack of understanding among many businesses about what a high quality occupational health supplier should actually offer.

- Is occupational health about physical health?
- Is it about mental health issues?
- Is it about insurance claims?

The truth is, occupational health is about all of these things, and much more.

Dr John Wollaston, Chairman and Founder of Industrial and Organisational Health (IOH), should know. Providing occupational health services to manufacturing for more than three decades, he pioneered many revolutionary ways of working in the occupational health field, recognising the importance of thinking holistically about this fundamental area of business. Having been involved in the North East automotive industry for over 30 years, he has delivered outstanding results across the whole supply chain, from the very largest to the smallest.

Through IOH he continues to offer those same, high quality skills to SME's and larger organisations across the region. At our core is our multi-disciplinary team of clinicians. All of our nurses are registered nurses with significant experience in occupational health and all of our Senior Nurses hold additional degree level qualifications.

All of our doctors are qualified consultants and accredited specialists in Occupational Medicine.

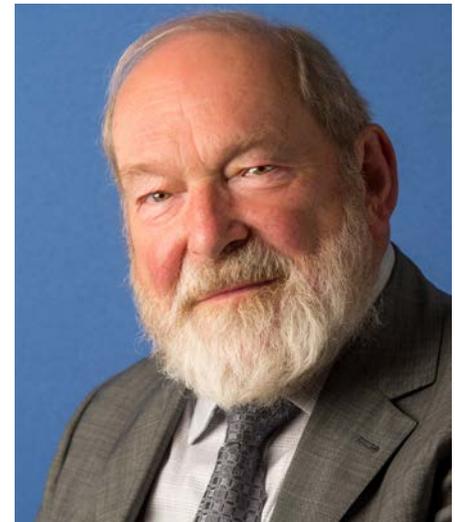
Our office suite is located in Gateshead, where we operate three fully fitted consulting rooms, two treatment rooms and a screening room. We also offer a fully fitted mobile consulting unit and maintain a number of clinical centres within the premises of our larger clients.

Our aim is to tailor the service to individual clients to provide the best solution for you and your company.

### For more information contact:

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[www.ioh.co.uk](http://www.ioh.co.uk)



## Bradley O'Mahoney Public Relations

### Trusted Advisor role builds strong client base

Bradley O'Mahoney is this year celebrating its 25th anniversary. The company has a long history of working within the manufacturing and engineering sectors and currently lists amongst its clients, Faltec Europe Ltd, a tier one supplier to the automotive sector.

Bradley O'Mahoney sees it as its role to act as a 'trusted advisor' to its clients providing both strategic and tactical guidance. The company assists its clients to shape and sharpen the key messages they wish to communicate to target audiences. This is often undertaken by way of an integrated communications campaign that embraces traditional and online news channels, social media and digital marketing.

Within the manufacturing environment the company also offers advice on branding and market positioning and has developed a specialisation in employee communications and community engagement with the aim being to assist companies to retain and attract new staff. During these times when the manufacturing sector in the North East has an acute skills shortage, those companies looking to grow and develop, need to focus as much of their marketing efforts on attracting new staff as they do on enticing new customers.

Bradley O'Mahoney recognises the challenges that clients face and has developed employer brand strategies to help clients to be attractive at different levels to school leavers, graduates and

experienced, highly-skilled workers.

As part of its 25th anniversary Bradley O'Mahoney PR is supporting St Oswald's Hospice and its Snow Dogs project. The company is building awareness of the initiative amongst the region's business sector and providing PR support to sponsors to ensure they gain maximum return for their investment. The Snow Dogs trail is destined to be one of the largest public participation events brought to the North East.

[www.bradleyomahoney.co.uk](http://www.bradleyomahoney.co.uk)



As part of its 25th anniversary Bradley O'Mahoney PR is providing pro-bono support to St Oswald's Hospice and its Snow Dogs project.

## Festo Training and Consulting

### Soft skills training in automotive industry

Festo Training and Consulting works with automotive companies such as Jaguar Land Rover, BMW and Ford. While not only training in soft skills Festo strongly believes that you need an environment where directors, managers and team leaders can encourage and develop a culture of communication and continuous improvement.

It was back in the 1990s that Festo, a global engineering company, realised it had to change how it worked with customers. Festo had to shift from being technical-skills based organisation to one that included the 'softer' side of people management, communication and consultative selling. Since then, Festo has developed its training and consulting division which trains over 40,000 apprentices, engineers and managers around the world annually.

Skills development is specifically required in the automotive industry. There are challenges in getting a younger workforce job ready. A key part of this is developing a strong apprenticeship scheme, which the Trailblazer scheme aims to address. However, the incoming Apprenticeship Levy, which affects automotive companies who have over a £3million pay bill per annum, will impact how training is delivered.

Equally, with so much innovation in automation, manufacturers need to be prepared to cope with this pace of change. This is not just about technical training on machinery, it's about

## FESTO

communicating the future vision to harness and engage the minds of people at work. They can then know the destination of your automotive organisation and think about step changes in improvements that can be made in every part of the company.

"If we start with softer skills and develop a culture of coaching and mentoring, where people are confident to continuously develop others internally, the automotive industry will be far better placed for rapid change and develop a pipeline of talented youngsters for sustain them in the future," says Andrew Graveson, National Team Manager – Automotive Industry, Festo.

[www.festo-didactic.co.uk](http://www.festo-didactic.co.uk)



## Business Durham

### *Business Durham supports the automotive sector*

Business Durham is the economic development company for County Durham, working on behalf of Durham County Council to deliver the environment for the automotive sector and economic growth.

It is a knowledgeable and trusted guide, which connects businesses with the right funding, advice, and networks they need to grow and thrive.

Business Durham works closely with partners to encourage an enterprise culture, helping entrepreneurs to turn bright ideas into successful reality and helping students develop enterprise skills to become our future business leaders.

The company manages a portfolio of business property and excels in finding the right space for businesses to grow – commercial office space, modern laboratories and industrial property units.

Business Durham attracts capital and inward investment to the county, and develops an innovative economy that enables companies to grow and flourish.

Business Durham builds long-term relationships to foster sustainable growth in businesses, raising economic aspirations and making Durham a place where business is done.



### Business Durham: Helping you do Business

#### For more information:

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## SGP Group



Sorting, Rework, Control

The year 2016 is an exceptional time for SGP company as 10 years have passed since the opening of the first office and headquarters in Poland. A decade was sufficient for the international group of SGP Group to be established, which currently functions in 11 Countries of the EU. In such a manner, SGP has gained the leading position in the market for quality outsourcing in Europe.

SGP's principal task is to ensure efficient, reliable and well organised aid to companies. It operates on a wide scale and the experience gained by SGP Group has borne fruit in terms of co-operation with the largest representatives in the automotive, audio-visual and household goods, glass, FMCG industries and many others. The company has a base of nearly 3,000 qualified controllers ready to react almost immediately. Their work is supervised by SGP and thanks to such tools as e-reporting, the client can also monitor the progress online.

#### Companies can be supported by SGP Group in the following spheres:

- Sorting, selection and repair of components or finished goods
- Production and control on the production lines
- Simple actions of assembly and sub-assembly
- Resident service - resident can be described as a person, who, in cooperation with SGP GROUP, is delegated on behalf of the Customer to secure their interests and reputation on the premises of the recipient within the Quality/ Rework issues.

- CSLII
- Logistics
- Training
- Warehousing and storage solutions including: pallet storage, stock inventory control, re-working, re-labelling, palletisation, distribution services, reverse logistics with suppliers
- Non-invasive testing by X-Ray

SGP Group – UK Division is happy to announce that it will be taking part in the following events this year:

- North East Automotive Expo
- Durham Octoberfest
- Advanced Automotive Engineering

#### For more information, please contact:

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[www.sgggroup.eu](http://www.sgggroup.eu)

[www.facebook.com/sgp.z.mysta.o.jakosci](https://www.facebook.com/sgp.z.mysta.o.jakosci)

## Holland PR & Marketing

We're proud to have worked with many of the region's leading automotive and supply chain companies, creating strong PR, communications and events which lead to consistently positive results.

Our long experience with car-making, components and manufacturing companies means we understand your priorities, and work quickly and effectively to suggest ideas which lead to significant online and offline media coverage, better awareness and higher profile with markets and people who matter most.

Holland PR and Marketing is the first and only PR company to have been retained by the North East Automotive Alliance to provide PR and media relations. We also work with private and public sector clients across the North East and further afield.

Holland PR and Marketing celebrated 22 years of business this year. We've thrived because we work hard to get to the heart of a business, have high standards, hard-to-beat PR expertise, don't waste time or money, suggest creative solutions, and repeatedly achieve more than agreed targets.

We are one of only four PR consultancies in the UK named in the Drum's 70 top freelancers awards 2010. Energetic, committed and conscientious, we can guarantee the same level of dedication, enthusiasm and senior level input for each client at all times.

### For more information:

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## Durham University

### About Durham University

- A world top 100 university (QS World University Rankings and THE World University Rankings 2015/16).
- Ranked in the world top 40 for the employability of our students by blue-chip companies world-wide (QS World University Rankings, 2015/16)
- Durham University is a member of the prestigious Russell Group, representing research-intensive, world-class universities in the UK
- Particularly recognised for the impact of research beyond academia (including in Chemistry and Engineering, ranked 1st and 4th in the UK for 'Impact' in their respective disciplines).

Durham is a residential collegiate university with long traditions and modern values. Durham seeks the highest distinction in research and scholarship and is particularly proud of the impact of our research to provide benefits to the economy, to industry and to quality of life.

### Expertise

Durham University brings together relevant expertise from across the departments to support the automotive industry worldwide. Research themes include aerodynamics, electric vehicles including charging integration, stress, vibration, acoustic analysis, low carbon vehicles, real-time sensing for future vehicle autonomy, as well as operations and supply chain management, and statistical mathematics to enable better asset management.

Durham holds a portfolio of research facilities used for collaborative work with automotive industry partners including test vehicles and wind tunnels. Durham currently works with a number of Tier 1 suppliers both in the UK and internationally in addition to the wider automotive supply chain in the North-East and beyond.

Durham also offers part funded PhD student projects in



collaboration with industry. PhD projects provide opportunities to explore novel research collaborations. Organisations will benefit from a motivated, high-quality PhD student undertaking cutting-edge research relevant to their organisations' priorities and objectives.

### For more information on how Durham University can help your business, please contact:

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[www.durham.ac.uk](http://www.durham.ac.uk)



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