

EMPLOYER Q & A

Antony Kitson
Technical Director, Accu

Accu specialises in the development of hardware, screws, nuts and bolts for use in complex sub-assemblies. They are one of the UK's fastest-growing high-precision component suppliers.

Why does your company take on apprentices?

We're very much a forward-thinking company and a big part of our long term growth strategy is to build talent from the ground up. Taking on apprentices and utilising the tools around us and local training facilities, which allows us to form a high-skilled team from the young mouldable local talent of today

What are the benefits to your company of taking on apprentices?

People searching for an apprenticeship are looking to define a career for themselves, gaining work experience at the same time as earning qualifications that are directly relevant to the role, and we have the tools and structure in place to best help and utilise this. We're always looking at how we can adapt and grow as a business and providing hands-on experience to young apprentices compliments our mission.

Tell us about your apprentices from Kirklees College?

Nick has fitted in very well, it feels like he has been part of the team for a long time, he has shown on numerous times that he is a team player and shares the same work ethos as the Engineering Dept.

It's great having Ethan on Customer Satisfaction. We've already seen him coming out of his shell and it's been great for the whole team to have someone they can share all their knowledge and best practices with. We've also learnt a lot from Ethan, it's brilliant to have a fresh pair of eyes to challenge our day to day processes.

We are very pleased with Lily's performance so far, it's great to see how confident and knowledgeable she's become around our systems and products. She works great with our team but also with other teams around the business

What does the future hold for your apprentices at the company once they have completed their course?

A career in a fast-growing company, utilising the latest technology and approaches to business. We will promote and assist further growth and diversification of their chosen and preferred career paths.

How does the college support your company and your apprentice?

We have had a few video calls with various people and we have had our first call with Tania a couple of weeks back to check on Nick's progress, this will be monthly either with Tania or a member of her team. This has helped us shape Nick's workload so that they align with his Knowledge, Skills and Behaviour targets.

We initially worked with Nichola to bring Ethan on board and have recently had video catch-ups with Marie. These have been really helpful for me to know exactly what is expected of Ethan, as well as Accu. We're going to have catch-ups with Marie each term to check on progress and answer any questions. It's a great support for both of us!

We have monthly catchups with Lily's mentor Jane. It is great to get feedback on her work at college but also gives her manager an opportunity to see how I can support her.

Would you take on more apprentices in the future, and why?

Yes, I have lived and breathed what an apprenticeship can offer and as a result a huge advocate for that, it works to develop talent which can raise the profile of any team.



**BUILD THE
FUTURE**
#NAW2022