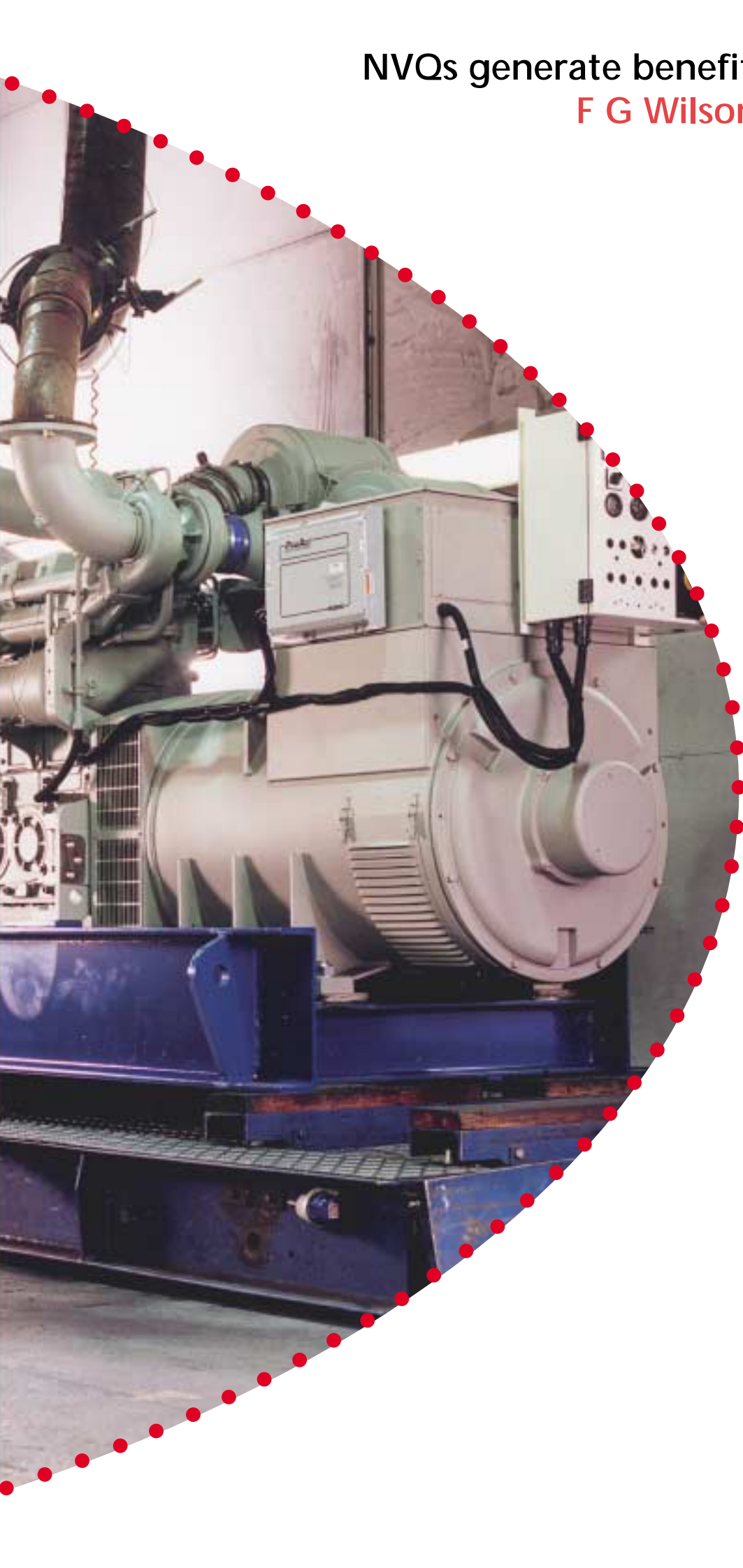


NVQs generate benefits for all employees

F G Wilson (Engineering) Ltd



The Business Benefits

F G Wilson's Mission Statement states that the purpose of the company is "to be a profitable, innovative and consistently reliable supplier and to always display the best work standards and values in all we do". F G Wilson therefore realises the importance of ensuring, by training and development, that staff are competent and business benefits are improved. Business benefits which they have attributed to the NVQ training and development include:

The NVQ met the gaps identified in a training needs analysis carried out by the Engineering Training Council

The NVQ was used to introduce structured training within the organisation

Increased quality awareness

Time keeping improved

Staff more aware of health and safety issues

Linked into ISO 9001

Will be used to support Investors in People

The full story inside



Dick Nitto

F G Wilson (Engineering) Ltd

F G Wilson (Engineering) Ltd has grown from a small, family-run general engineering firm, into a large, internationally renowned exporter, with subsidiaries on every continent.

F G Wilson is the largest manufacturer of diesel and gas powered generating sets in Europe and third largest in the world. The company manufactures generators of all sizes, from small gensets for standby domestic use, right up to complete power stations.

From its origins in 1966, in an old textile mill with 6 employees, F G Wilson now sells to 170 countries across all 5 continents and employs over 2500 employees world wide, manufacturing in excess of 30000 gensets each year.

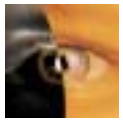
In 1994, the company won the coveted Queen's Award for Export Achievement for the third time and in the same year the company was bought by Emerson Electric Co., a US multinational corporation who then entered into a joint venture agreement with Caterpillar in 1996.

In June 1999 Caterpillar acquired 100% equity in F G Wilson. As an integral part of the Caterpillar family F G Wilson is part of a company which is the world's leading provider of diesel generating sets.

Although F G Wilson is now a multinational organisation it still ensures that its roots are firmly established in the local community. The organisation provides sponsorship for Larne Football Club, offers its expertise for work placements and work experience, supports Daughters at Work Day and is an integral part of the local community. Once a year F G Wilson opens its factory for a Fun Day offering fun and frivolity and a chance for the local community to experience something of the engineering industry. F G Wilson recently sponsored 3 employees to travel to Romania for 3 weeks to refurbish a childrens' orphanage. They believe the time invested in the local community and employees will have a positive effect on the working environment within their organisation.

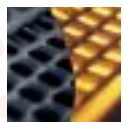
“Our mission is to recruit, retain and develop the highest quality employee - always displaying the best work standards and values in all we do.”

The NVQ Programme



The Engineering Training Council (ETC) initially carried

out a training needs analysis with F G Wilson to gauge where their skills shortages existed. The NVQ programme was then used to introduce a structured training programme within the organisation. F G Wilson work in very close partnership with ETC and through their advice and guidance they were able to integrate the Engineering NVQs into their existing work instructions. In 1997 F G Wilson became an approved centre with ETC and have 45 registered assessors who assess their candidates on the job. To date over 125 engineering NVQs have been achieved including the Modern Apprenticeship in Engineering.



F G Wilson recognises the relevance of their

employees achieving a qualification which demonstrates that they are occupationally competent. This is visibly demonstrated by bestowing Skills Status to employees who have not gone down the

apprenticeship route, but have completed a level 3 NVQ in their discipline.



As well as the engineering NVQs F G Wilson has

introduced NVQs in Warehousing and Distribution and Administration and over 50 staff have achieved the Supervisory Management NVQ at level 3. In these areas F G Wilson does not have approved centre status but has chosen to work closely with other approved centres who deliver NVQs in a way which is relevant for their organisation.

F G Wilson is very clear on the benefits which can be achieved from the development of staff and ensure that they have ownership of the programmes whether run in-house or by a local college or training provider.

In March 2000 a Continuing Education Centre was opened at FG Wilson's Larne plant which provides computer training facilities, an open learning suite and 4 training rooms for use by employees.

employer case studies

As a result of the NVQ programme F G Wilson has also been able to identify employees with literacy problems and give them individual help and tuition. This is a confidential service which increases the employee's self esteem and ensures that the employee is able to read work instructions and health and safety notices around the factory. The NVQ has also been used to develop the communication skills of the staff, which provides them with the confidence to apply for different positions within the organisation.



F G Wilson are keen to demonstrate to staff their commitment to the process and they have a yearly presentation and buffet

on site where the President of the organisation presents the candidates with their certificates. The press is present and the photographs are featured in the local newspapers. All candidates are presented with an electronic personal organiser from the company and their achievements are displayed on the department notice board for recognition by the rest of the organisation.



The time invested in the development of staff ensures that F G Wilson is continuously working towards their company goal to "Build a team of professionals that are always learning, are customer focused, respect and trust each other, and make the best use of their abilities."

"Build a team of professionals that are always learning, are customer focused, respect and trust each other, and make the best use of their abilities."

Employee Benefits

Employees now have a goal to work towards

Deeper awareness of final product

Level 3 employees now carry out risk assessments and contribute to a suggestion scheme

Employees are able to develop their own job descriptions

Awareness of processes and policies

Higher motivation and a feeling of worth within the organisation

A communication channel has now been opened within the workplace

The NVQ gives them the confidence to apply for different positions within the organisation

The Future

F G Wilson is a people orientated company and has just completed a "Cultural Assessment" and training needs analysis on the shop floor. This assessment is backed by the Senior Management Team who is fully committed to any management development which may be required in the near future. F G Wilson is fully committed to the NVQ process and will continue to support this staff development in the future.

For further information on NVQ implementation and general NVQ information please contact:

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