

Case Study

G&O Springs

semta

The Sector Skills Council
for Science, Engineering and
Manufacturing Technologies



“Semta helped us see that if you've got a business need, it's that need the training should aim to satisfy. They worked with us to develop a bespoke programme to help us achieve our business goals and, as a result, efficiencies have improved beyond my expectations.”

Steve Boyd
Managing Director

Semta's bespoke training programme sees G&O Springs cut lead times by 80 per cent

Aerospace spring manufacturer G&O Springs called upon Semta to develop and implement a bespoke training programme that would see significant reductions in production lead times, as well as helping empower departmental leaders to continually strive for improvement.

As a small manufacturing business employing 24 people, maximising efficiencies was a key concern for G&O Springs and the company was keen to maintain momentum following the completion of Business Improvement Techniques (B-IT) NVQ's by 25 per cent of its employees. Semta worked with the company to assess the business needs and find out what company bosses wanted to see as a result of the training.

Following implementation of training, production lead times reduced from 45 days to just nine. In addition, the training has inspired and motivated the team leaders who continually strive to improve efficiency throughout the business.

Before working with Semta, Redditch-based G&O Springs was sceptical about the extent of the business benefits that investment in training could deliver. However, the company



soon realised that the benefits of the training would be far greater than they initially imagined – not only did process efficiencies drastically improve, but so too did employee morale and team leader management skills.

Steve Boyd, Managing Director of G&O Springs said: “Before we spoke to Semta, we thought we knew exactly what we wanted and, to some extent, we were guilty of an old mentality – that training programmes should be picked from a menu of options.

“Working with Semta has completely changed my opinion of what training can

deliver and I would certainly recommend them to any other small manufacturing business like ours, with individual business requirements and a need for bespoke training.”

Thanks to the fantastic results G&O Springs has experienced, it intends to continue working with Semta into the future, continually analysing and implementing training to help achieve business goals. In addition, each departmental leader will continue to work with their team of employees to drive down skills gaps and continually improve production lead times.

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