

Delivering Business Benefits Case Study

Kembrey Wiring Systems Ltd

The National Skills Academy
FOR MANUFACTURING

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The Sector Skills Council
for Science, Engineering and
Manufacturing Technologies



Business benefits through skills investment

“Not only are we starting to see benefits in key business measures, but I am very excited and pleased about the increased enthusiasm, motivation and participation from our employees. They are keen to lead, support and implement ‘their’ ideas to achieve the targeted improvements during the challenging climate that we are all currently facing. The training and underpinning knowledge sessions have provided them with simple but effective tools that they can apply to everyday activities that realise quick benefits. For those studying for an NVQ Level 2 or Level 3, they will find reward in their achievement as will the company when we achieve the SC21 Bronze Award.”

Jacquie Burgess
Head of HR, Kembrey Wiring Systems

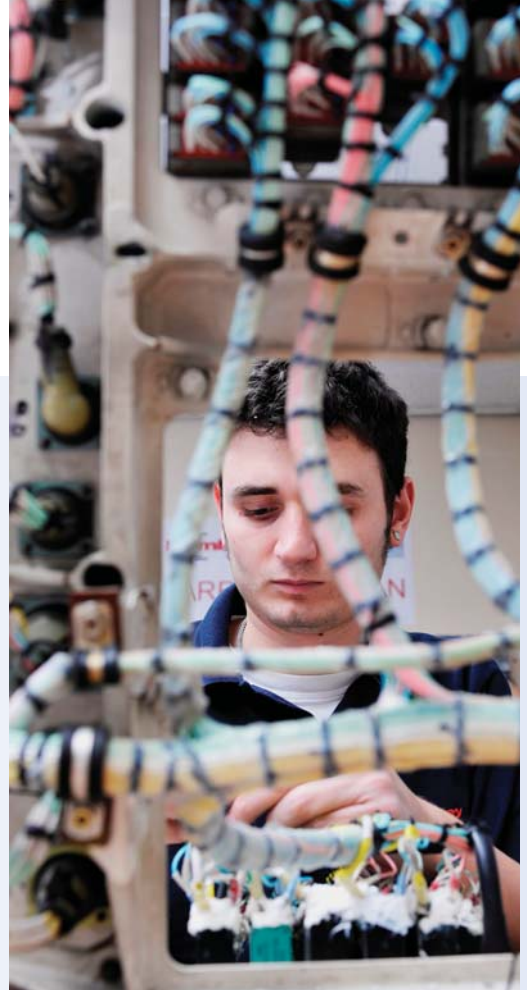
In the pursuit of SC21 Recognition status, wiring loom manufacturer Kembrey Wiring Systems, is piloting a revised SC21 Self-Starter programme run by Semta in partnership with the SBAC. With funding identified from Semta’s £100m Compact to help finance the programme, Kembrey is now on target to improve productivity and reduce costs by £600k per year at its manufacturing plant in Swindon. As well as the coveted SC21 Recognition status, Kembrey has also identified the following benefits of the programme:

- workforce upskilled in lean principles and able to implement and sustain lean improvements
- an embedded culture of continuous improvement
- real business KPIs identified
- standardised processes and significantly reduced Non Value Added
- more efficient ways to consistently satisfy customer QCD targets
- company is more competitive in a global market

To achieve SC21 Bronze Status, Kembrey realised it needed to improve people productivity whilst removing inefficiencies and demonstrating a swift improvement in delivery schedule achievement. They identified a

dedicated team, but it was inexperienced in lean manufacturing processes and needed a robust training programme. Semta’s pilot Self-Starter programme for SBAC would help them achieve all of their business goals and drive delivery of the fundamental Manufacturing Excellence element of SC21.

The programme, delivered for Kembrey by The National Skills Academy for Manufacturing accredited provider Swindon College, brings together all of the support necessary to achieve the Manufacturing Excellence element of SC21 – diagnostics, training, implementation and evaluation.



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Contact us

T: 0845 643 9001

E: customerservices@semta.org.uk

W: www.semta.org.uk

“We ensure the quality of the entire SC21 Self-Starter programme. It doesn’t stop when we’ve identified the right training provider. We provide dedicated guidance and advice throughout the process. To offer a total support service for employers we must advise on strategy, content, delivery, implementation and evaluation. We are helping Kembrey make decisions every step of the way to ensure it derives real business benefit from its new training strategy.”

Lynn Tomkins, Director of Employer Engagement, Semta.

Built into the Self-Starter programme is the Business Improvement NVQ (B-IT). This is a nationally recognised qualification, which provides candidates with an understanding of the techniques required to deliver a lean, efficient manufacturing environment. Critically, it allows candidates to apply what they learn to the specific conditions of their workplace, which means they can quickly see how the theory has an impact in practice. Importantly it allowed Kembrey to motivate staff by giving something back – a nationally-recognised qualification which is part of a portfolio of certified skills they can take with them throughout their careers.

Jacquie and the management team at Kembrey have been so impressed with the results, they will be rolling out further B-IT training and specialist Leadership & Management training. Soon Kembrey will be able to boast almost 50 employees with qualifications in Lean, B-IT Level 2 and Level 3. The SC21 recognition will be the icing on the cake.

“We are delighted with the joined up approach that the revised SC21 Self-Starter programme has provided. The combination of SC21 and Semta’s ongoing commitment will enable Kembrey and other SMEs who embark on this necessary journey, to achieve both sustainable, tangible business improvements – the key goal of the SC21 programme. The success at Kembrey demonstrates that a proven, consolidated approach to training and SC21 implementation provides real business benefits to companies, like us, who have limited funding and resource. The programme so far has delivered improvements in manufacturing efficiency and delivery performance, as well as a number of intangibles such as higher motivation and greater enthusiasm for improvement”.

Dick Martin, Chairman, Kembrey