

# Case Study

## Sheffield Forgemasters

semta

The Sector Skills Council  
for Science, Engineering and  
Manufacturing Technologies



“ Having worked with Semta for a long time, we can rely on its advice, guidance and logistical support to ensure we get the very best out of the apprentices we employ. ”

Steve Tagg  
Group Training Manager

## Sheffield Forgemasters 'growing the future workforce' with help from Semta

The ongoing success of specialist steel manufacturing company, Sheffield Forgemasters International Ltd rests on the recruitment and training of talented, enthusiastic apprentices to learn the vital skills the company needs. Working with Semta, the company is able to recruit and train the apprentices it needs to ensure it develops the skills required to strengthen and grow the business into the future.

Following a management buyout, the company's new operating team recognised the vital role training, in particular apprenticeship schemes, had to play in ensuring the company became profitable again.

Working with Semta, Sheffield Forgemasters implemented an apprentice scheme, creating jobs in the community and motivating existing staff. Within

three years, the company's turnover increased from £35m to £100m and, notably, individual productivity rose from £83,000 to £150,000.

Prior to the management buyout, Sheffield Forgemasters had been losing money and invested little in its people. As a result, employee morale and motivation was low and the future of this 200 year old company was uncertain. With



an ageing workforce, the new management team saw the passing of valuable skills from one generation of workers to the next as the key to success.

Steve Tagg, Group Training Manager at Sheffield Forgemasters International commented: "Apprentices are the lifeblood of the company. Our employees know that as we take on more apprentices each year, the company goes from strength to strength, so they're motivated and enthused about the investment being made. Our view is that any business not investing in young people has no future and this is borne out by our own experiences."

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Now employing 66 apprentices across all areas of the business, training is a firmly established and crucial element of Sheffield Forgemasters' succession planning strategy to ensure it has the skills it needs for the future.

Sheffield Forgemasters has worked with Semta for many years and have seen the relationship go from strength to strength. This year, the company plans to add 15 new apprentices to its 800-strong workforce, relying on Semta for assistance in their recruitment, training and development.