

Case Study

JRI Orthopaedics

semta

The Sector Skills Council
for Science, Engineering and
Manufacturing Technologies



“ We have started to use the Business to Skills Model to identify the skills priorities that we must address in the next three years if we are to achieve our growth targets. Although it's early days, it's already having an impact on the way that we plan our HR development and staff training.”

Andrew Taylor
Compliance Manager

Semta helps JRI plan training and measure benefits

Sheffield-based orthopaedic implant manufacturer, JRI Orthopaedics chose to use the Semta Business to Skills Model to develop a company-wide training plan to help meet its new strategic objectives.

Semta visited JRI and facilitated a half-day Business to Skills workshop to help heads of department understand and utilise the Model.

Semta's Business to Skills Model enables companies to effectively plan employees' skills and knowledge development. Analysis of the external business environment (including economic, technological and market dynamics) is undertaken and was compared to the strategic objectives of the organisation.

Following this business analysis, Semta assisted JRI to

identify its skills gaps and key training requirements in Mechanical Testing, Statistical Process Control and Supervisory Management. Semta helped JRI further in receiving suitable government funding prior to identifying suitable training providers via its National Skills Academy for Manufacturing (The Skills Academy).

JRI is confident that by implementing the necessary training programmes to increase employees' skills levels, long term strategic objectives will be met in a timely manner. Sales are predicted to grow above the



market rate and business improvements will see productivity levels increase whilst controlling costs to ensure the company remains competitive in a very aggressive market.

JRI Compliance Manager Andrew Taylor, said: "We have always invested in a lot of training but the Model has helped us to plan more effectively, and to better measure the business benefits."

JRI plans to continue working with Semta and The Skills Academy to introduce bespoke training programmes to meet the individual training need for each and every employee.

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