

# ENTERPRISING ROLES



Educating the Next Generation  
by Georgina Angele  
Enterprise Coordinator



The Foxhound patrol vehicle

working with clusters of schools and colleges, recruiting Enterprise Advisers to match with Headteachers and their senior leadership teams, in order to build strategies that will increase the number of encounters that students have with employers, businesses and further and higher education institutions. By the end of this academic year, the EAN will consist of 100 schools and colleges and more than 100 senior level business volunteers as Enterprise Advisers.

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Why is this needed and what is the impact of the Enterprise Adviser Network so far in our region?

Marie Harding is Head of Careers at The Regis School and says: “Linking with the EAN has had a massive impact on the way that Careers Information Advice & Guidance (CIAG) is delivered within the school. Students benefit in a number of ways both directly and indirectly from the contact we now have with the local business community. The EAN has given me the support I need to be able to offer students many more opportunities for contact with employers than I would ever be able to achieve if I were working alone. I know that if I have an event to run or need a speaker for an assembly, our Enterprise Adviser Kevin usually knows someone from the network. With Kevin’s support we have managed to secure a large number of businesses and volunteers to come in and provide interactive experiences for our students. These real world experiences will have a far greater impact on the students than learning in the classroom alone, and will help them to develop essential employability skills for entering the world of work.”



**To find out how you and your business can join the Enterprise Adviser Network and inspire the workforce of the future, contact Georgina Angele, Senior Enterprise Coordinator on 07879 980444 or georgina.angele@coast2capital.org.uk.**

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As a result of funding from the Careers & Enterprise Company, the recruitment of four new Enterprise Coordinators is underway. Once appointed and in their roles, the Enterprise Coordinators will each be

# URT GROUP LTD

Employing apprentices as the next generation of engineers



**URT** Group is a leading Composites Manufacturing and Engineering solutions provider in Bognor Regis, West Sussex. They design, machine and manufacture a wide range of composite components, large and small, for clients in a variety of industries from defence, motorsports, automotive, marine, aerospace and lifestyle products. URT manufacture composite components to satisfy the most secretive clients and withstand the most demanding environments, from Formula 1 race tracks to theatres of war, and such diverse products as vehicles trying to break 1000 mph on land, to satellites travelling 1000s mph in the harsh environment of space.

“Apprenticeships for URT are an asset to our organisation and bring significant benefits to

the business and our existing workforce,” says Kevin Emmett, Director. “Apprenticeships are a unique way to grow your own. They combine on-the-job training in your organisation with off-the-job learning, and are an effective way of growing the skill base. Not only has our apprenticeship programme helped us to ensure essential knowledge and skills are passed on to our next generation of staff, it has also allowed colleagues to improve their own management and mentoring, by them teaching our apprentices vital skills they’ll be able to use for the rest of their careers”.

*“Apprenticeships are a unique way to grow your own”*  
Kevin Emmett, Director

### Spreading the word

URT’s apprenticeship scheme was first launched 11 years ago with a focus on school and college leavers, and which saw their first

apprentice taken on. Since then 22 apprentices have joined URT and all have been given full time roles within the company.

With the support and strong working relationship with local education providers Chichester University and Technical College, URT’s apprentices develop and flourish into valued members of the team through its engineering courses, backed up with their in-house training and development programmes. This effective training strategy is one that supports not only the business aims but also meets the individual development needs of their employees.

Such has been the success of the scheme, that URT has decided to take on apprentices for the foreseeable future to continue this growth and to develop their skill set further.

“The momentum we have created by building the apprenticeship brand has brought about exceptional success for the apprenticeship programme, with ex-apprentices now holding senior roles such as technical project managers and supervisory roles within the company, bearing in mind these guys are still in their early twenties, but have the abilities and qualities to do the job,” says Kevin.

Another bonus from the apprenticeship scheme is that URT has also won several industry awards for the training and development of their staff, which has also lead to more business development and an increase in output and turnover.

Kevin added: “I wanted to pass my engineering knowledge on to young people who are interested in what we do, so becoming an Enterprise Advisor and joining the EA network has helped URT as an employer tap into the talent pool of school leavers locally to us. I’ve teamed up with The Regis School in Bognor Regis and already it’s proving be an overriding success with three apprentices joining URT from the school over the last two years. I work with Marie Harding (Head of Careers) at the school and we have already participated in various careers and STEM events within the school, taking alumni students back into the school for talks on apprenticeships and their career path.”



EA Kevin Emmett with three former pupils from The Regis School now employed as Apprentice Engineers at URT Group Ltd Rory Driscoll, Ben Tew and Jake Foote