

MICRONCLEAN LTD

Delivering Level 3 Management Apprenticeships. 17 completed and retained with the business, c. 8-10 per cohort group.

Nyle Chapman, Learning and Development Officer, Micronclean



Micronclean is a specialist in cleanroom technology, including both cleaning garments for industry and manufacturing of cleaning materials in cleanroom environments. Micronclean launched their Level 3 Apprenticeship programme in 2017.

“ It’s for current and aspiring leaders...people who want to help us achieve our goals. ”

FLITE: FUTURE LEADERS INTERNAL TRAINING ENTERPRISE

Micronclean have branded the scheme internally as “Flite” to put the emphasis on the future leaders of the business, and how they are helping them to “take flight” within the business. The aim and objectives of the training scheme is to give people support to ensure they can both do their job and get the training they need. This helps employees move up within the business from entry level roles. To date, 17 people have completed the course and remained with the business.

“ We’ve seen the programme grow in strength year-on-year. More are aware of it now and we can support people better. ”

A NOTICEABLE IMPACT FOR EMPLOYEES AND FOR MICRONCLEAN

The skills and knowledge gained by employees has led to progression and promotions for c.60-70% of people who took part. There are some notable success stories including:

1. A driver who having completed the course is now an assistant manager of the site he was previously working at with the potential to progress further
2. A production operative who was significantly lacking in confidence who has since been promoted twice due to their growth and how they have handled the additional responsibility. They are now a deputy coordinator, filling in for an assistant manager when required
3. A project R&D lead who has been able to step-in to cover a more senior maternity leave role in their department.

These individual successes reflect the broader success of the scheme. Including improved length of service, improved collaboration between departments, and demonstrating individuals willingness to progress and their own dedication.

“ Their confidence grows. Some people when they start they are so nervous it’s hard for them to hold a conversation or worried about sending an email to a manager. ”

AN INVESTMENT IN TIME TO DEVELOP THE FUTURE MANAGERS OF THE COMPANY

Employees know that the company is investing in them, it costs the business time to have employees take part in the programme that has to be accounted for on the production line. Apprentices receive feedback throughout their course, of where they are already succeeding and where they can continue to develop further. The ideal is for staff who complete the apprenticeship to stay longer term within the business and bring people up through the business as it looks to the future. If the knowledge, skills and experience is retained by the business, that can be a big win for the company.

“ We spend time with them to give feedback and mentoring. Module to module we sit down and look at what is improving and where they need to change or improve. We’re investing in them. ”