Quantified Benefits of Apprentices to Business

And Where They are Unique

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You Cannot Know A Man Without History

- US

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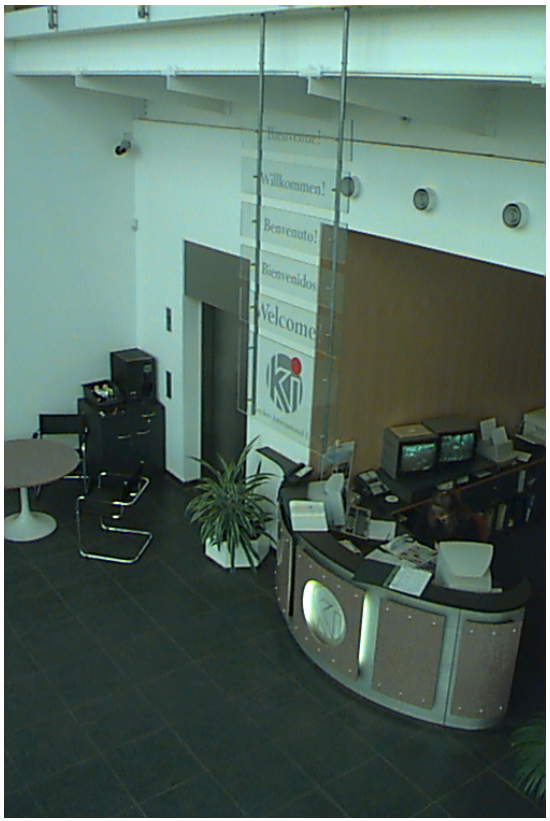
Factory and Offices in London



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Woodmill department: CNC shaping of parts

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CNC shaping of steel and aluminium parts

Powder coating of all metal components

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Injection-moulding

Vacuum forming and profile extrusion

Tool-making

Storage of mould tools

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- Silk screening
- Tampo printing
- Hot foil blocking

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Assembly Hall - bird's eye view

Assembly Hall

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1. Developed

Military Precision

With the precision and planning of a military operation Kesslers International was asked to re-merchandise the UK's most successful cosmetics and beauty brand Boots No7.

The Task

Develop brand new wall and counter units that maximise consumer/consultant interaction at the-point-of-sale.

The Twist

All 3,600 units had to be delivered and installed, in 600 Boots outlets around the UK, overnight within 15 hours!

Developed Delivered Dusted

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Buena Vista (Disney)

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Camelot

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Swatch

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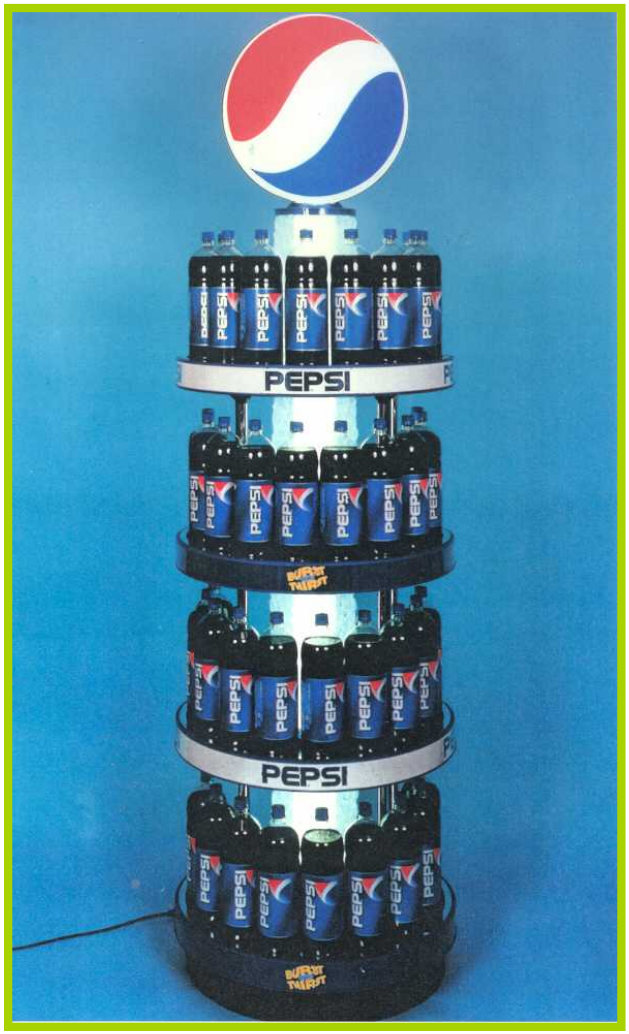
Pepsico



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Why Apprentices

- Motivation
- CSR
- Marketing
- Culture (Change)
- Good Workers
- Cash /Money Savings (quantifiable)

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TYPES OF SAVING

- NEW EYES
- ENTHUIASTIC YOUNG PEOPLE
- INTERESTS OTHERS
- KNOWLEDGE THEY BRING – combination of theory and practice can bring unique cash savings

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NEW EYES

- This can be done through business improvement (lean) and is better done in that context
- Needs a listening environment
- Too easy to stop

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Enthusiastic Young People

- Difficult to quantify – the buzz can be there
- Sandwich students v Apprentices
- Building Analogy

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Enthusiasm

- Sandwich students v Apprentices
- Building Analogy

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Interests Others In Learning - Example

- Adhesives
- Tried for years to interest one traditional department in new UV adhesives
- Did not work
- Apprentice project
- They made it work

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Knowledge – Example 1

- New £150,000 machine
- Implementation
- Horses for Courses
- Expected savings
- Additional Savings

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Expected Savings

- Cycle time
- Material
- Scrap
- But only if designed for that process

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Difficulties

- Used Jigs and Computer Systems designed for old technology
- Apprentice had understanding of both what happened and the theory
- Used what was covered on his course and what he had learnt to alter them in a cost effective way
- On one set up saving was additional 15 per cent (£5,350)

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What Helped

- Accounts Back UP

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Knowledge Example 2

- Powder Coat
- Team of Engineers Looking at Hanging
- By combining the theoretical knowledge of the engineers with the practical knowledge of the apprentices a further 25 per cent improvement in density
- One less shift
- £30,000 a year less subcontract

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Example

- Vacuum Forming
- Jig Layout called by computer

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