



Field International recruits into engineering and manufacturing from the first cohort of the New Directions programme.

Field International are a global supplier of world class precision engineered products and services. Their Head Office and a manufacturing facility in Poole, currently employs approximately 50 staff. They supply precision engineering and machining for aerospace and defence. High quality standards are vital in this environment.

In common with other manufacturing and engineering businesses in Dorset, Field International are facing a skills shortage in all areas of their business. In particular specialists in milling, turning, fitting and fabrication.

New Directions has been able to help. The programme spans a 12-week period with a focus on improving personal and social development along with employability skills. Also, included are factory visits, skills training and workshops which provides an insight into the Engineering and Manufacturing sector

Field hosted a factory visit for the first New Directions cohort, and were impressed by two of the participants. Following the visit, Julian who had been unemployed for over 16 years, attended an interview for a part-time cleaning role. After a successful interview and work trial, he was offered the position. During his first week at work, Field recognised that Julian had demonstrated valuable skills, and offered him a full time position, as a trainee CNC Turning operator.

For some time, Julian has had a keen interest in engineering but had never had the opportunity to pursue this. He believes that Field International have provided him with the opportunity to realise this. Julian's advice is "if you are prepared to learn, be conscientious and work hard, you will be successful."

Tim, who also completed the 12 week New Directions Programme, and had also been long term unemployed, has now joined Field International in the part-time cleaning role, where he's able to use his previous machine maintenance experience.

Tim says "he is over the moon" with the opportunity that he has been provided with. "My enthusiasm and confidence has been re-ignited"

Paul Yates, Operations Manager for the UK at Field International, is delighted to be able to support the New Directions programme and believes this programme is an ideal employment

channel to address the shortage of technical skills that the engineering sector is currently experiencing.

The New Directions programme is run by BCHA, who are using their expertise in rehabilitation and recruitment to offer a route into engineering for the over 25's. The project is funded by JP Morgan, and supported by Dorset EMC.

Companies from Dorset EMC's network, which includes Bournemouth & Poole college, have formed a Technical Skills Forum to offer advice to prepare each cohort for working in a manufacturing and engineering environment. The positive outcomes for Field International and their new recruits are really encouraging.



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