

The Brockenhurst College Award for Training & Development

Hodgson Sealants Ltd

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Hodgson is an established global supplier of quality sealants for a wide range of applications in the construction industry and are based in Lymington.



The training and development strategy is strongly focussed on developing staff from within. The company engaged with a Train to Gain skills broker earlier this year to help identify specific needs and has since gained Investors in People accreditation.

An appraisal system was implemented to analyse and identify the learning and development needs of all staff. The information from this process was transposed into a matrix system with the relevant training needs being addressed and budgets being allocated accordingly.



Training is continually being delivered throughout the workforce through appointment and promotion of key members in the production area. This includes the roll out of a new Quality Awareness programme to monitor production quality issues. Two apprentices are currently studying in a Business Administration and Engineering scheme.

Through weekly team briefs, the workforce is equipped with the skills and knowledge to assist company growth. Output from the plant continues to grow rapidly and as such new machinery is being introduced to assist production. Forward planning of the training requirements will allow for a smooth transition in this respect contributing to the company's objectives of being in the top two for each country sold into.



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