

The Totton College Award for Training & Development

Double H Nursery

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The training ethos at Double H Nursery is to train staff to carry out the job above them. This allows the company to run more efficiently during times of sickness and holidays and allow for the escalation of promotions internally. This increases the general skill base of the company and helps to keep staff motivated.

The target for December 2008 was to save 12,000 labour hours within Production by training and using the skills learnt and improve efficiencies. The company are on target to achieve this and believe that they can achieve a further saving of 4400 labour hours in 2010.

A wide range of training and development initiatives have been put into practice across the business with NVQs carried out throughout the business. Double H have acquired Investors in People status and use the Manufacturing Advisory



Service to aid with in house training and identify further training opportunities.

All training is recorded and monitored through a series of matrices with follow up evaluations carried out. Regular reviews with Business Link have been used to establish funding for available training.

The company carry out six month appraisals which help to identify each individual's training needs and requests. Various members of staff have been taken to Holland to see how competitors work and to look for future initiatives that could be used within the business.

The above initiatives have been successful in improving confidence and staff retention.

