



Oakwood Builders & Joinery Ltd

Impact of Training on Business Performance

Company Overview



- Established 1963
- Ecclesiastical, Renovations, New Build and Joinery
- High-End, Eco Focus
- Cover the entire SE England
- Turnover £3m

Staff:

- Total 35 Full-time PAYE plus 20 Sub-contractors
- 4 directors, 2 administration, 5 site supervisors, 24 crafts
- 2x Romany Gypsies: carpenters
- 3x women crafts - Painters/Decorators/Foremen
- 8x Eastern Block - Polish Lithuanian
- 1x Disabled



Period Homes Refurbishments



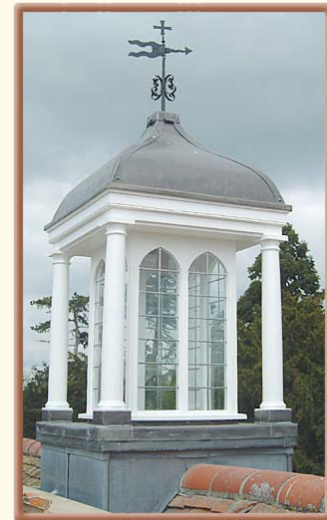
New Build Projects



Super energy efficient timber-framed Eco-houses



Joinery Division



Challenges: Training



INDUSTRY ISSUES <ul style="list-style-type: none">•Backward Industry: particularly in IT, Customer Care, staff training, Gender/Race•Skills Shortage & Construction Training•Skills Recognition (CSCS) & NVQ's•Clients more IT demanding.•Increasing Emphasis on employers to train•Sub-contractor-chain management industry•Big Companies Big Influence on training•Limited Recognition of Training	OAKWOOD STRATEGIES <ul style="list-style-type: none">•Develop individual training/career plans•Actively Recruit Women/Minorities•Think CRAFTSMAN not TRADESMAN•Brainstorming & Empowerment•Environmental Focus: more interesting & more unique and requires integrated approach
OAKWOOD STAFF ISSUES <ul style="list-style-type: none">•Craft Skills & Certification•IT Competency•Literacy/Numeracy•Construction Management Training•Low Self Esteem	ACTIONS <ul style="list-style-type: none">•On-site Training: Basic Skills e.g. IT, English, Maths, Literacy, NVQ's•Install PC's, Web cams, Camera Phones & Broadband Connections•Craft Skills Training by non college based trainers e.g. Lime, Lead work etc & college based apprenticeship training•Learn New Building Technologies: Eco-build, Super E etc•Management Coaching/Certification

Benefits of Training To Oakwood



- Turnover increased from £400,000 to £3m
- Technology & training support helped self esteem, confidence and “intelligent” workforce
- Modern company image to clients
- Less work for clients and time saving
- Allows flexible working employees working from home
- Good communication between staff & clients through good use of IT e.g. Web Cams, Camera Phones, Lap-tops.
- Advanced knowledge in Eco-build & Sustainable Construction & Materials
- Basic Skills Training enabled Oakwood to offer training for all from Labourers to Managers
- Good staff retention and recruitment
- Recognition by business sector as exemplar in training
- Good Future Prospects
- **Business GROWTH & Diversity**

Environmental Initiatives



- Own Straw-Bale Eco Offices & Workshops
 - ☞ Air tight Construction
 - ☞ Solar PV
 - ☞ Sawdust Waste to Heat Building
 - ☞ Slates made from recycled car tyres
 - ☞ Water Re-cycling
 - ☞ Wind Energy
- Biodiesel Production Facility 35,000 litres/year
- Hardwood only from sustainable and managed forests; FSC certified



Training Awards



Oxfordshire Apprentice of the Year Awards 2005



2005 Skill Build



National Training Award



Special National Training Award