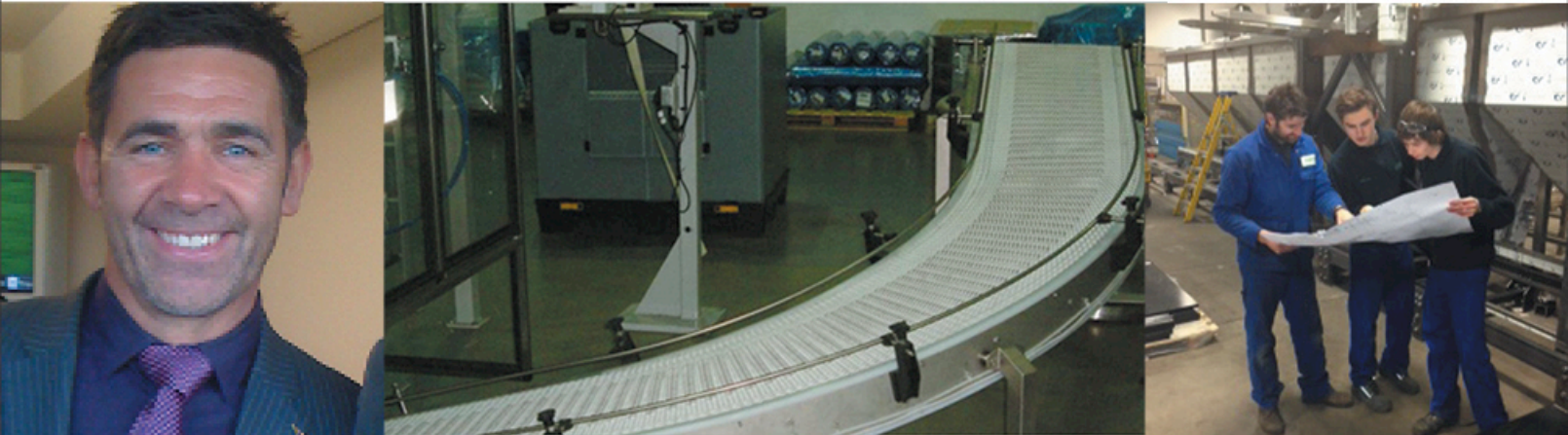


# Case Study

## Asmech Systems Limited



"Asmech were looking for a good co-ordinator for apprentices, someone like the old Engineering Industry Training Board who would put themselves out for businesses like mine - we have found one in Semta."

**Shane Gunstone**  
Director - Asmech Systems Ltd

As a former apprentice who went on to start his own company, Shane Gunstone is passionate about the role young people can play in modern engineering.

**A meeting with Semta, the sector skills council for science, engineering and manufacturing opened up new opportunities and delivered positive results for his business, so much so that Shane is urging others to take advantage of the service.**

Having left school at 16, he started out as an apprentice plater/welder, working his way through various jobs before taking the plunge in 1995 to start his own business - Asmech Systems Ltd - creating bespoke conveyor and handling systems for the dairy and blow-moulding sector.

Asmech Systems design, engineer, manufacture, install and service their entire product range that includes slat conveyors, side gripper elevators, bottle palletisers, tray packers and loop invertors.

Employing 16 staff in Mansfield, Nottinghamshire with a turnover of £2.5m, Asmech is a major supplier to some of the world's leading corporations and prides itself in providing a personal touch for all customers.

The company is looking to grow quickly – aiming to double its turnover and increase staff to around 25 by the end of 2016 – with apprentices playing a key role.

"Asmech were looking for a good co-ordinator for apprentices, someone like the old Engineering Industry Training Board who would put themselves out for businesses like mine," said Shane. "We have found one in Semta."

They have taken on two apprentices following a referral to the Semta Apprenticeship Service and are absolutely delighted with them.

Kyle Commins and Adam Fox are getting fantastic reviews from North Notts College where they spend one day every week and they have quickly become role models for future recruits.

"They are first-class operators with a first-class attitude and I really appreciate the job Semta continues to do with them," said Shane.

"They are getting good all round training in all aspects of the job with the opportunity to specialise in the drawing office or the shop floor in their second year.

# Case Study

## Asmech Systems Limited



“Semta’s co-ordinator Colin Spencer works with the college and ensures their portfolio is up to date and that they are achieving their goals.”

He suggests the reason that he has such good candidates was the rigorous recruitment and selection process that Semta Apprenticeship Service supported him with.

“They did a thorough job recruiting the kids, putting them through their paces and presenting them for interview,” he said.

“We had eight school children in recently. Two years ago they were just like Adam and Kyle. It was fantastic to see them talking to the youngsters and hopefully inspiring them.

“Modern engineering is not about shoeing horses and pouring molten metals – it is much more than that. As employers it is important that we engage with local schools to show them what we are all about.”

Shane also put one of his managers, Iain Streather onto the SME Leadership Programme that Semta developed in the East Midlands - a bespoke programme delivered to a cluster of local companies. He has been extremely impressed by the course and the positive impact it’s had.

Malcolm Healey, business partner of Semta in the East Midlands said: “Clustering the training in this way means it is geographically and, most importantly, financially accessible to firms who might ordinarily not feel able to participate.

“We identified a need within the sector and sourced a solution which was appropriate locally – making it demand rather than supply led.”

If you would like further information on how Semta can help you please contact:

[Customer Services](#)

T: 0845 643 9001

E: [customerservices@semta.org.uk](mailto:customerservices@semta.org.uk)

[www.semta.org.uk](http://www.semta.org.uk)

Registered Head Office: 14 Upton Road, Watford WD18 0JT Tel: 01923 238441  
Registered No. 2324869 Charity No. 1000328 VAT No. GB 653 5624 30

Shane said his manager broadened his horizons, having visited the workplaces of others on the programme, thus improving his all round skills.

However, it is apprentices which he is most passionate about. As someone who didn’t go to university himself Shane believes there are, fantastic opportunities in engineering for school leavers.

“It has been tough at times but we will always be committed to apprentices and developing our staff,” said Shane.

“We can’t take out if we are not putting back in. We have had some difficulties in the past but, thanks to Semta, we now have the recruitment process right and everything in place to help the apprentices succeed. We would recommend other companies to use Semta because they work in partnership to get the best results. That is what all businesses need.”

Semta supports the recruitment, mentoring and training of apprentices and graduates, assesses supply chain capability to produce a company training plan as well as providing high quality work programmes with demonstrable results from the shop floor to the managing director.

It is responsible for 132,000 companies and a 1.7 million-strong workforce that makes up UK advanced manufacturing and engineering: Aerospace and Defence, Automotive, Marine, Metals and Electronics.

We are led by employers so our expert knowledge of skills management and development means we are ideally placed to support organisations, whatever their size, to get the best return on their training investment.

The Semta Apprenticeship Service is a not-for-profit organisation, offering an end-to-end service to employers, providing everything from recruitment, through to administration and training.

Apprentices are supported through being trained in their company’s products and processes so that they are quickly integrated into the business.

Our network of training providers means we can source the best impartial provision to meet the needs of the individual and the business.