

Developing your Employees

A grayscale photograph of two workers in an industrial setting. A young woman in the foreground is smiling and looking towards a man. She is wearing a white hard hat with safety glasses on top, a light-colored safety vest over a collared shirt, and holding a clipboard and a mobile phone. The man in the background is also wearing a hard hat and safety vest, looking at the woman.

Apprenticeship & Training Offer

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Introduction

We deliver tailored training to Manufacturing staff, Maintenance staff and Team Leader & Supervisory roles.

Since the introduction of the Apprenticeship Levy in May 2017, programmes follow an apprenticeship standard or framework at Level 2, 3 and 4, but we remain steadfast to understanding each client's needs, so we can customise the learning and assessment content.

We leverage the Adult Skills Budget to deliver Pre-Employment training to raise the aptitude and attitude of new entrants to the sector.

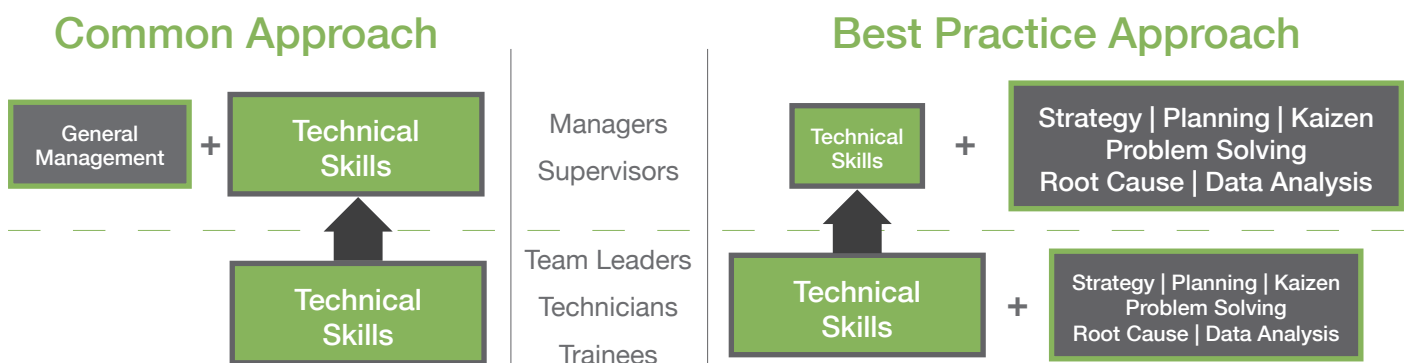
Sora work in partnership with Gateshead College and Mtrec to bring our joint expertise and resources together to create greater impact for our clients.

We have an enviable list of clients across the North East and the wider UK Engineering, Manufacturing and Logistics sector. These clients recognise the importance and value of having a workforce development strategy to improve their skills base across multiple job roles.

Our approach is bespoke to each clients' individual needs and manifests in provision being tailored to company values, core competencies, job descriptions, and latest Operational Excellence. The offer extends to a workforce development plan with the sole aim of 'improving people to improve performance' whilst maximising UK Government Skills funding.

Leadership & Management Development

Whilst it is common practice within industry to develop excellent technical skills, best practice focusses on the development of excellent problem solvers. We also know that it is very common to promote staff who demonstrate strong technical ability, without considering their leadership and management potential.



Sora's programmes are designed to develop technically skilled people in leadership and management skills which are essential within a highly competitive and fast paced manufacturing environment.

Training

Team Leader, Manager Supervisor

This programme focuses on the core aspects of leading a team as a front-line manager in a competitive manufacturing environment. Providing an understanding of the practical skills, knowledge, tools and techniques which can be applied to leading and managing a team, health and safety fundamentals and basic business finance.

- Achieve your production targets.
- Ensure all teaching, learning and assessment is fit for purpose and relevant to the client and learner.
- To provide tools and techniques, which can be applied to real business objectives and issues to secure desired results and outcomes.
- Assessment of candidates to award them a Level 3 Standard in Team Leading / Supervising.
- Comply with statutory regulations and organisational safety requirements.

Lean Manufacturing Operator

Sora's program embeds fundamental Lean Tools and Techniques. This programme provides a practical understanding of the principles of Shop Floor Management to support Q,C,D achievement, through the standardisation of work, skill control, efficient work allocation, job observation, workplace organisation, continuous improvement.

This is achieved through the following objectives:

- To ensure all teaching, learning and assessment content is fit for purpose/relevant to the client
- Application of tools and techniques on actual business systems and documents to achieve a desired result or outcome.
- Application of Genba Kanri techniques through a practical exercise session.
- Enhanced with 2 day residential to reinforce team working, resilience and PDCA.
- Comply with statutory regulations and organisational safety requirements.

Welders

Sora's programme is designed to up-skill press-shop operators in MIG and TIG welding processes, enabling our clients to develop a multi-skilled workforce. The aim of the programme is to create greater understanding and practical welding skills through the development of knowledge, skills and attitudes of its employees. The programme is bespoke to meet your needs, with company and customer standards integrated to achieve testing to national standards - BS4872.

Quality Practitioners

This apprenticeship is designed to provide Team Leaders and Supervisors with the skills to drive/facilitate Plant improvements. The overall aim of the programme is to enhance the current skills & knowledge of Quality Assurance Technicians through the delivery of 6 'Core' modules. This work which includes a work based 'Quality' Improvement activity, forms the basis of the programme.

Core modules:

1. Quality Assurance and the Standards. (ISO 9001:2015 / IATF 16949)
2. The 7 tools, data analysis / stratification
3. Root Cause analysis & Recurrence prevention
4. Advanced Product Quality Planning:- An overview inc FMEA/Control Plans
5. Effective auditing.
6. Learning deployment. (QC story)

Industrial Training

All of our course costs are provided for clients on an individual basis. The specific costings consider the duration and support requirements for the training being provided, as this will vary between our clients diverse needs.

Engineering

Course
Quality Assurance
Introduction to ISO9001
ISO9001 consultancy for implementation
Total quality management
Failure Mode and Effect Analysis (FMEA)
Process Failure Mode and Effect Analysis (PFMEA)
Standard operating procedures

Health & Safety

Course
Highfield Level 3 Award in Health & Safety at Work
Working Safely at Work
Emergency 1st Aid at Work
1st Aid at Work
C.O.S.H.H.
Risk Assessment
Manual Handling

Maintenance

Course
Maintenance Tools & Strategy
Total Productive Maintenance
Operator Asset Care
Electricity at Work Regs
Basic Electrical Safety
Bearing