

## Trinity's apprenticeship scheme gets a headstart



**IN the three months since its inception, our Apprenticeships scheme has been a resounding success for all concerned, with each candidate gaining positive feedback on their efforts to date, and full attendance figures achieved throughout the first term.**

The scheme commenced January 2010 with a cohort of ten candidates, carefully selected through a stringent interview process undertaken by Trinity's Apprenticeships Coordinator Rachael Holt and Director Rachel Kay.

Striking the perfect balance between training, work and study, Trinity's Apprenticeships scheme has been designed to help each candidate to focus on their goals, develop and hone

their skills, get qualified and lay the groundwork on which to build a brighter, more successful future for themselves.

Likewise, each candidate receives a salary for the work they are assigned to do as part of their apprenticeship, which helps to generate additional motivation and commitment, whilst creating a sense of responsibility and building self-esteem and confidence. Carla Coffey,

pictured top right with some of her fellow apprentices and Coordinator Rachael Holt (centre), is clearly enjoying her time at Salford City College with Trinity Business Training: "I'm really enjoying my apprenticeship and I think it could open many doors for me in the future, career-wise. I'm learning new things all the time and earning my own money, which is brilliant. It's the first step to the rest of my career."

Unlike many of the more conventional schemes of its kind, the Trinity Apprenticeships programme is also geared towards the needs of local employers, as they strive to maintain company stability and growth through a skilled, motivated and happy workforce.

The mix of on and off-the-job training provided is second to none and is the perfect way to upskill new and existing employees alike.

Moreover, it's constantly updated and tailored to the client's exact needs by dedicated, experienced people who know their field and are passionate about high quality training and skills provision.

As with every scheme devised and implemented by Trinity Business Training, the new Apprenticeships programme goes that extra mile for its candidates, as Director Rachel Kay explains: "As well as a first-class level of high quality training, we also look to provide additional skills, more traditional skills if you like, such as touch-typing and short-hand that fall outside the LSC framework, but help to produce a more rounded, knowledgeable and employable individual.

"In short," Rachel concludes, "we provide all the life skills our apprentices need to succeed in today's extremely high-pressured, competitive working environment."

## Awards help build profile for Trinity Construction team

**TRINITY'S highly-experienced Construction team had more than one reason to celebrate at the recent North West Training Awards.**

Ryan Gilligan and James O'Connor (both pictured centre), were presented with Regional Training Awards for their outstanding achievements in the Heating and Ventilation On-site Training and Assessment categories.

Ryan and James received their training at Trinity's highly reputable Skills Centre in the Winton area of the City of Salford, which is a purpose-built training and assessment facility dedicated to high quality learning.

Their awards were received during what was a glittering occasion on Saturday 20 February at the Reebok Stadium in Horwich, near Bolton, where key representatives from Trinity Business Training and Salford City College had sponsored a table to support them.



James was named 'Ventilation and Ductwork Installer of the Year' collecting a silver commemorative plate in the process, whilst Ryan was presented with the coveted 'Vital Resources Trophy', recognising his achievement in becoming the "Adult Existing Worker of the Year".

Both James and Ryan have been put forward for the National Awards in London, held in March. Trinity's Skills Manager, Tracy Cosgrave (pictured far right with Ryan and James centre and Trinity Assessor Lester Farrelly far left), is delighted for the two award-winners and she believes their achievements reflect the excellence of the Construction team working at the Winton Skills Centre, and at Trinity's current HQ at the De La Salle Campus in Weaste.

"I'm thrilled for Ryan and James. They're both very committed, hard-working and likeable lads," says Tracy. "Their achievements are also fantastic news for us, as they help build the profile of our Construction Skills team and cement the reputation of Trinity throughout the North West as a first-class vocational training provider."



## Rachel's vision helps put Trinity back into Salford

**WHEN you first meet our newest Director, Rachel Kay, you can't help but be struck by the boundless enthusiasm and drive she possesses for her work, her attention to detail and warm, personable approach to her colleagues and clients alike. All the ideal qualities for a woman determined to take Trinity on a long and exciting journey to lasting success.**



Passionate about high quality training and excellence in the workplace, Manchester-born Rachel's career background is in top-level management, initially in the hotels sector, before moving into national sales and operations and, more recently, the further education and training sector.

Ever eager to face new and exciting challenges, Rachel decided to accept the task of transforming Salford City College's Business Training Centre in June 2009, taking on a key Director role in the process.

Her first action was to instigate a total re-brand with the assistance of Worsley-based marketing agency Garridge Creative Services and, as is so often the case in such exercises, the inspiration for a bold and successful future, lay in Salford's proud past.



"When I arrived in June 2009," Rachel begins, "what immediately struck me was that, despite the obvious expertise and professionalism of its staff, the Business Centre itself was lacking a strong and identifiable corporate brand to help it establish itself in a competitive, recession-hit marketplace. The branding we required had to re-affirm our affiliation with Salford City College, yet be able to stand alone as a distinct and durable trading identity in its own right."

"What's more," continues Rachel, "the mandate was to reflect pride in the City of Salford and its present and past achievements, of which I know there are many. It also had to

convey the fact that Salford City College itself is the result of the January 2009 merger of Eccles, Pendleton and Salford Colleges." Quite a task then, which makes the Centre's resultant corporate brand name - Trinity Business Training - all the more ingenious. Trinity was chosen following a panel testing process and a shortlist of 12 brand names, each featuring its own logotype design and accompanying rationale.

The word 'Trinity', it was felt, matched the original branding criteria completely referring, as it does, to the three formerly independent academic institutions that make up Salford City College, as well as the tertiary education system itself.

Pride in the City of Salford is also perfectly reflected in the Centre's new corporate brand name, as 'Trinity' serves to maintain and enhance Salford's separate civic history from, and traditional boundaries with Manchester, often blurred and indistinct even to some Mancunians, but never to those born to the west of the River Irwell.

That's because the original commercial centre of the City of Salford, situated in the area bounded by the river, Chapel Street, Greengate and Gravel Lane, is actually called Trinity, after 'Sacred Trinity' on

Blackfriars Road, the city's oldest church built in 1635. Interestingly, this area is all set for its own radical face-lift as part of the Exchange Greengate scheme, a visionary new urban planning and regeneration programme, from English Partnerships, which will seek to re-establish Salford's historic centre, including its long-vanished market square, whilst creating new housing, public spaces and retail opportunities. "With all the development work going on in Greengate, Chapel Street and, of course, over at MediaCity on the Quays, these are exciting times for Salford, and we want to play our part in this civic transformation, by helping to train and upskill the city's workforce."



*Divine inspiration - Sacred Trinity Church, the heart of historic Salford*

# TRINITY... helping to shape a better future for Salford!

A man who values the need for life-long learning, Trinity CEO and College Vice Principal, Graham Pennington.



**WHICHEVER way you look at it, Salford is growing, not least in self-confidence.**

Economically and culturally, it's building on its success and proud heritage, with the imposing and futuristic new structures forming MediaCity helping to create and convey an air of prosperity, innovation and a determination to shape its own destiny.

Inspired by the city's new-found self-belief, Trinity Business Training is set to play a full role in the highly visible transformation of Salford, by supporting the local council and other key partners involved in all current and future initiatives concerning the city.

Part of Salford City College, the North West's second-largest further education institution, Trinity is fully OFSTED-inspected, providing a comprehensive range of vocational qualifications from pre-employment, to levels 4 and 5 degree and

post-graduate qualifications across a broad spectrum.

Heading up the entire operation is CEO and Senior Vice Principal of Salford City College, Graham Pennington.

Graham has strong links to Salford that began with him attending the city's flagship University, from where he graduated in 1990. Nearly twenty-years on, he's still actively involved with the University's Business School, where he sits on the Advisory Board Council. He also attends the city council's Recession Task Group, works with local housing associations in Salford and sits on the city's Orthodox Jewish Community Partnership Board.

Most recently, Graham has been working in close conjunction with the local council as a member of its Think Skills Board. This aims to address how best to work with Salford people, and help them to enrich their career prospects, develop their work skills and improve

their earnings potential. It's this same kind of experience and thinking that he's now looking to carry forward with Trinity Business Training. "What we're looking to do through Trinity is support the City of Salford," says Graham.

"It's about progression, regeneration and equipping people with the skills to help them benefit fully from new opportunities. The level of support, training and personal development we provide is, therefore, tremendously important for everyone concerned."

Graham is a man who values the need for life-long learning. He recognises the advantages he had from a supportive family upbringing in a Lancashire mining community, and knows that not everyone is afforded the same opportunities.

His passion is to give people the kind of opportunities he enjoyed through access to life-long learning. These have spurred him on and now drive his vision and values for Trinity.

"Unlike many other commercial providers," Graham continues, "Trinity works to a more inclusive brief. To us, it's as much about social impact as it is financial results, as the money we generate goes back into improving our training services still further.

"We're looking to help job creation throughout Salford, and provide a first-class skills service to what I believe is a regionally important city with so much to offer."

Thinking outside the constraints of a commercial operation is an approach to training shared by Trinity Director, Greg Skarratt.

A man with an extremely broad remit, Greg enjoys over 15 years of UK and overseas project management experience in construction, and also possesses a solid background in education and training, both as a lecturer and in senior management roles.

Like Graham, Greg sees the training provided by

Trinity as being unrestrained by the limits of the curriculum, enabling it to offer more rounded and meaningful sector skills.

He also believes that Trinity should set strong ethical and moral values, with reference to the community and City of Salford.

"At Trinity, we have a strong sense of community commitment. For us, it's all about developing the individual, generating their confidence and giving them a feeling of empowerment. In short, we're presenting potentially life-changing opportunities for progression."

Progress is also a key word for fellow Director, Rachel Kay. Since Rachel came on board in June 2009, armed with a solid background in education and a proven track-record for success in national sales and operations management, the development of Trinity - then the Pendleton Business Centre - has progressed at a rapid rate, not least in the creation of its exciting new

corporate identity (see front page). "I've always been passionate about good leadership and management and, at Trinity, we're looking to become a one-stop shop for first-rate business training.

"So, as well as going into local businesses to conduct a free organisational needs analysis, before designing and implementing a training course to suit, we're always open for consultancy and advice on a diverse range of industries, commercial sectors and trades.

Like progress, change is a key word in business, and it can only ever fully happen through commitment. Trinity adheres to this philosophy perfectly; a forward-thinking company built on solid foundations and committed to helping businesses, tradespeople and those seeking a new career lay the groundwork for a brighter future.

With Rachel, Graham, Greg and the rest of the team on board, the sky would appear to be the limit for Trinity.

## Local lad Dale is making the grade

IT'S always a great story when a local boy makes good, and former Hope High School student Dale Evans is certainly aiming to fit the bill, following his enrolment on Trinity's Business Administration apprenticeship course.

Like all the best apprentices, Dale is ambitious, eager to learn and committed to bettering his future, a fact borne out by him fending off fierce competition for one of only ten places in Trinity's first-year apprenticeship cohort.

On leaving school, Dale went to Salford City College's City Campus to study for an NVQ Level 2

Electrical course and Level 3 Electrical evening course, both of which he passed with flying colours. Armed with his new qualifications and laudable self-confidence, he began to apply for apprenticeships within the construction industry, in the midst of the worst economic downturn for over 30 years. "It was tough," admits Dale, "and a bit disheartening to be honest.



course as well, something my mates always rib me about, but I secretly think they're just jealous."

"Dale's been absolutely brilliant since he's been with us," says Rachael Holt (pictured left with Dale).

"He has demonstrated his commitment to the course with 100% attendance, and the feedback we've been receiving on him has been extremely positive."

"Dale is a very responsible and meticulous lad," comments Trinity Director Rachel Kay. "He's been working with us on our recent audit, showing excellent application and understanding of the task in hand."

"But then I talked to an advisor at Connexions Direct who put me on to Trinity and, very quickly, I got through to my first interview with Apprenticeships Coordinator Rachael Holt and Director Rachel Kay. Following a second interview," Dale continues, "I was offered a 12-month apprenticeship contract in Business Administration, an area that's always appealed to me. I'm the only boy on the

## ROK solid for Trinity

IT gives us great pleasure to announce the recent decision of ROK, one of the UK's leading independent construction companies, to confirm and appoint Trinity as their preferred training provider nationally.

Specialising in high quality building, repair, refurbishment and maintenance services using its own fully-qualified and trained technicians, ROK Construction has grown from a small, regional company to a nationwide business with 60 offices in UK towns and cities, more than 5,000 employees and sales in excess of £1 billion per annum.

ROK's decision to award Trinity with the national

training contract stems from the work we delivered last year, to the company's regional office on Manchester's prestigious King Street. Skills Manager for Trinity, Tracy Cosgrave, takes up the story: "The feedback ROK received from its Manchester office about Trinity was excellent.

"The On-site Assessment and Training programme we devised and implemented on their behalf, got the right results and, as always, it was



delivered in a timely and professional manner. "A key part of the work in which we've been involved to date, has been the consultation on a new strategy for excellence across a range of vocational qualifications for all personnel, including T2G (Train to Gain) in Site Management, Site Supervision and Wood and Trowel Occupations," Tracy continues. "We've also been

responsible for upskilling ROK's regional administration staff on processing and claiming grant applications, and maximising the income from those grants through quality c-skills training. "ROK's decision to award us with the national contract is great news for Trinity," Tracy concludes, "and a testament to all the hard work and dedication of everyone involved."