



MEIRG
engineering futures

MEIRG Ltd

Making A Difference

Developing Skills and
Employability in the UK

Presented by Jan Staley
Project Manager



Who Are MEIRG?

- Founded in November 2005
- Funded by Equal & Emda
- We work in the midlands area of UK
- We work in partnership
- Our aim is to develop an effective redeployment model which supports peoples & skills retention in the engineering sector



What We Do?

- Provide support and services to companies who restructure
- Provide access to all services (including IAG) to workers when restructuring occurs
- Provide people with opportunities to learn transferable new skills
- Provide IAG to people over 45 years
- Deliver new skills & technologies into business to support competitiveness & growth
- Safeguard jobs



Why MEIRG?

In the midlands region:

- Over 300,500 people work in manufacturing & engineering
- Skills are declining – over 115,000 in 7 years
- Demand remains high
- 65% of people work in SME companies
- That's nearly 200,000 people
- Nearly 50% of these workers are over 45 years old



IAG- Equal Access or a Lottery!

Employed people in UK have access to IAG only if:

- Companies restructure & people are made redundant
- The company is large
- The redundancy is significant in size & impact

And only when:

- Redundancy is announced & notice served
- Government funding for this support is reducing year on year



MEIRG: An Inspirational Approach

Before companies restructure:

- Work with the company to identify joint strategies
- Immediately begin to deliver IAG & consider options
- Match these skills to gaps
- Discuss future prospects and offer choices



MEIRG: A New Philosophy

The MEIRG approach is different we:

- Listen to needs
- Deliver high standards of service
- Manage expectations
- Flexibly deliver, and tailor to meet business & individual need
- Have a more positive approach
- Change perceptions



MEIRG: Tools Support Delivery

- Mobile resource centre – meet ERIC
- IT based system to match people and skills to vacancies
- Data base of over 17000 employers in the region
- Personal support to identify the right job for individuals
- Customer Relationship Management system – links to C-Web & monitors all project activity
- Toolkits and specific materials for each beneficiary, tailored to fit needs



MEIRG: Achieving Excellence

- Supported over 30 companies through a restructuring programme
- Delivered IAG to over 1830 people (whilst still employed)
- Currently working with over 800 people
- Delivered IAG to over 968 people
 - 45 +
 - 602 people - 45 - 54
 - 169 people - 54 - 60
 - 91 people - 60 +
- Developed skills of nearly 800 people
- Meeting demand & skills gaps in key areas
- Successfully redeployed over 300 through C-web recruitment & personal job matching service



MEIRG: That's not all we do!

In addition to restructuring work we:

- Engage with all business to promote 'skills to business'
- Promote training and structured, transferable skills to workers
- Offer recruitment opportunities through C-web
- Encourage people into engineering, especially disadvantaged & excluded
- Raise awareness of developing technologies and exciting futures to young people



MEIRG: Raising the game

- Proven redeployment model
- Innovative approach that adds value
- Tools & specialist equipment that work well
- People are able to access all services
- Skills that fit industry needs
- Huge benefits to people and business



MEIRG: Value for money

Consider and compare:

- Rover
- Peugeot

- MEIRG

Cost of MEIRG activity per person - €880

Cost of bespoke training per person - €530

Cost of restructuring services (including IAG) - €530



MEIRG: Right here, right now

We have:

- Created a robust model which works
- Integration between business and skills
- An effective IAG delivery mechanism for employed people & older people
- Introduced access and choice where there was none
- We offer superb VFM



MEIRG: What next?

The EU is a diverse community

- The model is transferable
- It is capable of working in any sector
- It is capable of working in other regions in UK
- It has the potential to work in European member states



MEIRG: A new era

Europe's future starts here

MEIRG has begun a journey which most would never have started

Developed a blueprint for action which will:

- Fundamentally change the way people access IAG
- Deliver freedom of choice and equality for all
- Add value to the EU skills agenda
- Strengthen and drive forward EU policy

Europe must trial & test effectiveness

EU partnerships are now vital for comparison & evaluation

Governments must be informed of potential application



Thank you for listening

I am happy to answer any questions





Jan Staley - Project Manager

MEIRG Limited

10 Pride Point Drive, Pride Park

Derby, Derbyshire DE24 8BX

United Kingdom

T: +44(0)1332 371 494

E: jan.staley@meirg.org.uk

www.meirg.org.uk