

# 2016

## Apprentice of the Year | **Winner: James Kilbane, MPM Ltd**

Celebrating young people demonstrating the potential to contribute greatly to the future of their company and the industry as a whole

### Overview

James joined MPM as an Apprentice in August 2014.

His principal duties are to manufacture products in accordance with Standard Operating Procedures and safe working practices; to carry out quality assurance checks; to stop the process in the event of a product non-conformance, and to report non-conformance to the Team Leader; to identify, remove and segregate defective products; and to participate in lean manufacturing (process improvement) activities as required.

James was enrolled on the Improving Operational Performance Apprenticeship NVQ Programme in August 2014. He completed his NVQ in September 2015. He also completed a City and Guilds Technical Certificate programme. As part of his Level 2 NVQ, James produced a Health and Safety Induction programme; this has been incorporated into MPM's General Induction for new starters.

In the first six months of his career, James came very close to being dismissed. The quality of his work was below standard on too many occasions, and he was very reluctant to engage with the rest of the team. Following a discussion with MPM's Business Leader he began to turn himself around.

His performance has improved dramatically. He has formed a great relationship with his Team Leader, and with his colleagues, and is integral to the success of the team.



"James has improved immeasurably in the last 12 months. His flexibility in the team is excellent and James always completes his tasks to the best of his abilities, looking to learn from the more experienced members in the team.

"James very much keeps himself to himself when working and is never stood idle, but in a team meeting session on the MPM values, James was voted "Best Contribution to the meeting" by his peers and won "Most Improved" team member voted by the team at the end of 2015. I look forward to watching that progress and he will be a great mentor to further apprentices joining MPM."

**Ben Wilson, Business Leader, MPM Limited**

The Composites UK Industry Awards are presented at the black-tie dinner on the first Wednesday in November. The event is aligned with the Composites Engineering Show in Birmingham.

Keep an eye out for our annual nomination process every May for your chance to apply.

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