

EMPLOYER OF THE YEAR AWARD

Shortlisted: MPM Limited

Committed to employee development and promoting careers in manufacturing to the next generation

MPM Ltd manufactures a range of high-quality, glass-fibre reinforced polymer products in either high or low volume, and are based in Bramley, Leeds.

Committed to employee development, new team members receive both general and area inductions which cover the history of MPM, its values, major customers, and products, as well as the company's health & safety policy; bespoke safe working tool box talks; terms and conditions of employment; data protection arrangements; the company's ISO 9001:2015 Quality Management System; manufacturing processes, equipment and materials; the movement of work; quality assurance; safe working practices; and 5S principles and practices.

All members of MPM are set personal goals that are linked directly to the company's business plan through the process of Policy Deployment. Operational requirements – and the knowledge, skills and behaviours necessary to realise them in a timely and effective manner – are reviewed monthly. Area skills matrices are updated, and individual training plans reviewed.

Formal reviews provide an opportunity to assess individual performance and development at all levels, using a common framework and balanced measures.

Off-the-job training and education is provided by approved independent training organisations.

Currently, four apprentices are enrolled on the Lean Manufacturing Operative Apprenticeship Standard at Level 2. Apprentices are sought through an



external training provider, and through the Company's connections with the University Technical College Leeds, and the Leeds Manufacturing Festival.

MPM attends many school based events, promoting manufacturing in general, and composites in particular. The company worked remotely with schools, academies and colleges throughout the COVID-19 pandemic, enabling them to still have access to manufacturing professionals and promoting careers in manufacturing and composites.

Website: www.mpmbradford.co.uk

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