

Technical Training Safety Management – Competence Development



Organisational Competence Development Training Advantage Scheme



In 2011, PremiAir purchased a competence development Silver Training Advantage Scheme. Membership provided multiple training days in the Baines Simmons Aviation Safety Academy where recognised and proven world-leading aviation safety courses are offered to scheme members at preferential rates.

The scheme provides training flexibility and reduces clients' per capita spend.

Client Profile

PremiAir is the UK's leading helicopter and jet charter operator. It is a long established and successful business aviation services company that has built an industry-leading position on the core principles of customer service, high quality, value for money and trust. With a presence in both fixed and rotary wing aviation, aircraft maintenance and engineering and aircraft management services, their contracts range from royalty to public transport, businesses and individuals.

The Challenge

- ▶ PremiAir needed to continue developing competent personnel who could deliver improved compliance levels and the latest cost-effective thinking.
- ▶ They had to deliver on a commitment to build competitive advantage and improve business performance in a demanding economic environment where the ability to cut costs without compromising on quality was pre-requisite.
- ▶ PremiAir wished to avoid a lower value training solution, which pressure on budgets was promoting.
- ▶ With an industry reputation based on its core competency and a commitment to skills development, training could not be compromised. After a long association with Baines Simmons, PremiAir had witnessed the value of high quality training at first-hand and seen the positive changes it effected at personal and organisational levels.

The Solution

Baines Simmons consultants gained a clear understanding of PremiAir's training needs and outlined the benefits of the Training Advantage Scheme. Once fully understood it was immediately attractive to PremiAir, offering them:

- ▶ A growing range of relevant Baines Simmons training courses across key areas of their business: Aircraft Airworthiness, Regulatory, Logistics, Safety Management, Quality Assurance, Human Factors and Error Management.
- ▶ The combined attraction of high quality and value for money.
- ▶ A flexibility option which enabled them to choose their preferred booking dates from a range of dates from Baines Simmons training calendar.
- ▶ Proven quality of courses (95% of ALL delegates rated the 2010 courses excellent or very good), which engendered confidence and trust.

"We at PremiAir have long been associated with Baines Simmons in a wide variety of disciplines relating to industry training. Baines Simmons provides top-end training which we have found an essential part of maintaining regulatory compliance and an effective safety culture within our organisation.

When the Advantage Scheme was introduced the decision to join and take advantage of the opportunity to get closer to Baines Simmons and reduce training costs without compromising on quality was an easy one for us to make."

Laurie Thompson, Quality Manager, PremiAir Aircraft Engineering Ltd

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The Outcome

Having entered into the training scheme at the beginning of the 2011, PremiAir has fully enjoyed the rewards associated with the Advantage Scheme and quickly accrued £3,000 in savings on their training budget for the year.

Furthermore, having experienced the potential savings to be made under the Silver Scheme, the decision has now been made to upgrade to a 'Safety Gold Partnership'.

Summary of Baines Simmons services utilised

Training courses

Human Factors & Error Management (Initial)

Effective Event Investigation

Benefits of the Training Advantage Scheme

- ▶ Flexible way to build more competent, more confident and more loyal staff
- ▶ Easy access to fast track development training for 'bright stars'
- ▶ Immediate reduction of per capita training spend – up to 25% reduction
- ▶ Ability to spread training budget throughout the year for a known preferential rate
- ▶ Flexibility to release your staff at a time that suits you - courses throughout the year
- ▶ Opportunity to meet and learn with other industry peers, including regulators
- ▶ Staff retention improved through your commitment to investing in their development
- ▶ Opportunity to trial our competence and succession planning management toolset
- ▶ Tools for identification of organisational and individual competence needs
- ▶ Availability of basic, intermediate and advanced level training in many courses