

CASE STUDY: NRL'S COMPREHENSIVE TRAINING & DEVELOPMENT JOURNEY WITH APSCO



Daniel Redmayne
Director, NRL Group



NRL Ltd has provided recruitment expertise to leading engineering companies since 1985, helping candidates and contractors advance their careers. With a robust network of 10 regional offices, NRL is committed to supporting its people at every stage, ensuring equal progression opportunities across the board.

Identifying the challenge

At the end of a busy 2022 in recruitment, a thorough review at NRL highlighted the necessity for enhanced support for their employees in terms of training.

The main goal was to standardise support and development from management across the organisation, ensuring a unified progression pathway for all, from new joiners to senior managers.

APSCo's tailored solution

NRL has a history of successful collaborations with APSCo, and has already used APSCo's training programmes to great effect.

In response to their newly identified need, we worked with NRL to build a bespoke people development journey. This comprehensive programme encompassed the full spectrum of roles within NRL, from new starters to senior directors and across all teams.

The programme included the APSCo Foundation Programme, Advanced Recruiter courses, specialist courses, and the Fast Track CMI Level 3 Leadership programme, along with the prestigious CMI Level 5 Advanced Leadership programme and Inclusive+ training.

By creating a completely tailored solution, we helped NRL maximise and optimise their training budget for the year.

Transformative outcomes

The implementation of this extensive training programme has resulted in transformations within NRL:

- Their team members are now better equipped to make informed decisions, fostering a more dynamic and responsive workplace
- The training has led to increased employee engagement, with individuals feeling more valued and understood
- The investment in employee development has strengthened loyalty and trust within each team and across the business
- Clear objectives and dedicated support mechanisms have translated into increased performance levels across the board



Feedback from participants has been overwhelmingly positive, highlighting the engaging, relevant, and thought-provoking nature of the training sessions. One delegate called it, “The best in-work training I’ve attended!”

Quantifiable success

In 2023 alone, the training initiatives at NRL saw impressive participation:

- Foundation Programme: 23 delegates
- Advanced Recruiter Courses: 8 delegates
- Specialist Courses: 18 delegates
- Fast Track CMI Level 3 Leadership: 16 delegates
- CMI Level 5 Advanced Leadership: 3 delegates
- Inclusive+ Training: 30 delegates

In total, 98 delegates underwent 136 days of delegate training, plus 120 hours of online training, marking a significant investment in people development.

What's next for NRL employees?

Buoyed by the success of the 2023 training programmes, NRL has already laid out plans for 2024. These plans aim to extend training opportunities to over 40 more individuals, with more plans in the pipeline.

A final reflection

Daniel Redmayne, NRL Director, says, “The comprehensive training solution provided by APSCo has fundamentally shifted how we support and develop our people at NRL - and it’s also helped us to make the most of our training budget, rather than spending on an ad hoc basis without an overarching goal across the company in mind.”

“This investment in our team not only enhances our service delivery to clients, but also reinforces our commitment to nurturing an inclusive culture of continuous growth and development. The results speak for themselves, and we are excited to continue this journey into 2024 and beyond.”



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