

Lintott Apprentices Train for a Controlled Future



How often do we think, when we turn on the tap, just how much work goes on behind the scenes to make sure that our water is pure and drinkable? It is easy to take it for granted yet there is a whole industry behind every glass of water, bringing it from borehole to tap, through remote pumping stations and the many processes that ensure that it is safe for us to drink. Each person in the East of England uses about 156 litres of water every day. This has been rising by about 1pc per year since 1930. The regions' economy is heavily dependent on water for agriculture, industry, tourism and recreation and is totally dependent on sustainable water management. Norwich City Council planning policy team leader Mike Burrell, said that this is one of the driest parts of the country and over the next 20 years, demand for water is set to increase substantially with new development and as the population grows. The UK has less

available water per person than most other European countries and we were all reminded of this in 2004-2006 when large scale drought occurred in the country, with the lowest rainfall, groundwater and reservoir levels for decades.

Water is therefore a big issue in our region and will need careful treatment and management for the foreseeable future.

One Norwich company – Lintott Control Systems Ltd – manufactures the chemical dosing and control equipment which the water companies need in order to deliver drinkable water to the population of the UK. Lintott has 30 years experience as a Process Solution Provider for Blue-Chip Utility and Process Industry companies. Its headquarters are on the Bowthorpe Industrial Estate and it has also two satellite operations in Wakefield and Runcorn. It employs approximately 211 people and 90% of its business is with the water industry and water treatment works. The company designs, manufactures, commissions, installs and provides maintenance services for a variety of industrial applications such as electrical control panels, power distribution switchgear, process software, chemical dosing systems and water quality monitoring stations.



EAGIT works closely with Lintott Control Systems and eleven Lintott apprentices are currently registered at EAGIT Training Centre. Jamie Cooper and I went to visit Lintott on 4th February and were shown around by Jim Pearce (HSEQ Manager – a job which encompasses Health, Safety, Environment and Quality) and Lorraine Ling (Sales and Marketing Co-ordinator).

Most of the apprentices are following an electrical programme, apart from Joshua Woodhouse who is completing a mechanical engineering course and Paul Cossey who is

on the Train to Gain programme. They are all monitored by EAGIT Field Services Officer, David Wilby. Dave visits Lintott Control Systems for 2 days approximately every 6 weeks to carry out a work place review of each apprentice. Dave says “I give advice and guidance on how best to tackle set objectives, then assess the work they have produced in their portfolio to meet required standards, at the end of each 2 day session I have a meeting with Jim Pearce to discuss each apprentices progress”.



The apprentices usually start work in the back plate sub-assembly section but opportunities within the company are diverse. Based on totally hand-tooled assembly, the apprentices are being trained as the hands-on engineers of the future from their very first day at Lintott.



By utilising the expertise of both their divisions, Lintott is one of few companies able to offer complete bespoke turnkey solutions for the delivery of complete Chemical Dosing Plants - from designing and manufacturing a customer's specific requirements to installing the finished product on site. What became apparent during our visit is that Lintott is a very 'people-orientated' company. This is mainly because of the people skills required in the nature of the work and also because of the challenge of recruitment. The company has a very forward-looking approach to recruitment. It does schools work experience very year. As part of the normal interview process, they offer two weeks paid Easter Holiday work so that prospective employees can try it out before the company or the individual make a firm

commitment. Once they are employed, the company takes a personal interest in each apprentice's development. As Jim Pearce told us: 'If someone's got the potential we will help them realise that potential. As I always say, 'we are not offering you a job, we are offering you a career'.

Jim went on to say that Lintott offers technical training beyond the apprenticeship up to degree level. This is probably why the company has a lower than average staff turnover and many people have been there over twenty years with some family links going back generations.

During our visit, Jamie and I met several of the apprentices carrying out their



work in the various sections. Three of the apprentices were dedicated to the Chemical Dosing Unit: Josh Woodhouse, Daniel Trenaman and James Riches. We saw the dosing units they helped to manufacture and assemble to measure dose input and confirm output. We learned about 'telemetry' where measurement is taken at a distance and the signal is transferred back by a radio wave.



Elsewhere on our tour we watched Adrian Pridham testing a control system for a large treatment works and we spoke to Scott Moises who told us he loved the work and said that in the long term sees himself progressing to doing Computer Assisted Design (CAD) work in the office. He said he definitely recommended 'learning and earning'. Outside of Lintott, his hobbies are paint-balling and Go-karting. Emma Fulcher, currently doing her Level 3 Apprenticeship, was working in the electrical division's CAD office. Emma started off her apprenticeship doing hands-on engineering in the workshop. Her apprenticeship at EAGIT progressed from electrical wiring to covering her CAD apprenticeship stage.



Lintott Control

Systems is a forward-looking, people-driven company with sound values. It offers its clients a 24-hour call out service throughout the year. Lintott modifies and installs new equipment as necessary - to accommodate new legislation, assess environmental impact and to increase business in a buoyant market. Where they can, they use local suppliers and steel work is fabricated and painted locally.



There is a corporate emphasis on achievement but also on fun. Lorraine organises a ‘Dress Down Day’ on the last Friday of every month in aid of the charity Cancer Research UK. Managing Director, Jeff Crooke, is an inspirational mountain climber for cancer research. In August 2009, Jeff, together with Phil Purdy (Yorkshire Water) and Peter Bailey (William Henry Smith School) will attempt to climb Cho Oyu in the Himalayas. Cho Oyu is the sixth highest mountain in the world at 8201 metres, just 600 metres short of Everest and 200 metres into the “death zone”. The expedition is expected to take approximately six weeks to complete and the trio hope to raise £100,000 for Cancer Research.

Lintott’s emphasis on training means that the company also uses EAGIT for their adult training – such as 17th edition and wiring regulation courses. EAGIT and Lintott are now looking at developing in the future a bespoke training programme in line with Lintott’s needs. EAGIT are proud and pleased to be working closely with this dynamic company.

Six Level 2 Apprentices:

Samuel Chick
Christopher Freestone
Milad Kopti
James Riches
Daniel Martin Trenaman
Joshua Woodhouse

Four Level 3 Apprentices:

Jon Daniels
Emma Fulcher
Scott Moises
Adrian Pridham

Train to Gain:

Paul Cossey

