

**BAR Training Services is the leading provider of training and learning solutions for the removals industry and removals-related businesses, offering a raft of high-quality and affordable courses online, at its offices at BAR headquarters and a network of Approved Training Centres (ATCs) across the UK.**

## You're hired: Bournes completes successful apprenticeship scheme

The ongoing driver shortage in the UK means that it is more important than ever to support the development of professional drivers. In partnership with BAR Affiliate TRS Training, Bournes Mov welcomed two new Removals Drivers after the successful completion of the Driver Apprentices

The new Driver Apprenticeship Scheme, developed by BAR Affiliate TRS Training in response to driver shortages, has produced its first full-time Removal Drivers for BAR Member Bournes after the scheme was taken up and championed by Bournes HR Director Caroline Hilton. The two apprentices, Aaron Craig and Charlie Birnie, completed the rigorous twelve-month scheme and progressed to full-time Driver roles in February, while a third apprentice is due to take his final test soon.

### What did the Scheme involve?

The Driver Apprenticeship Scheme was advertised to all Bournes personnel and three successful applicants were initially enrolled onto the scheme. The successful applicants entered into a 12-month structured training plan that included a wide range of skills including Maths and English, LGV theory, CPC Modules 2 & 4 as well as lessons covering knowledge, skills and behaviours, mentoring, acquisition of license and an end point assessment. In addition, the applicants spent 20% of the course time shadowing one of Bournes' skilled drivers, which gave experienced drivers at Bournes the opportunity to mentor the apprentices. The apprenticeship also involved one-to-one sessions between applicants and their TRS trainer along with individual reviews from Bournes' own Transport Manager.

### Was the Scheme successful?

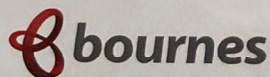
The Driver Apprenticeship Scheme has been a resounding success with two of the initial three apprentices obtaining their HGV2 Licences and being promoted to Removal Driver positions at Bournes (the third apprentice will take his final test soon). "We are very proud of the apprentices' determination and commitment and delighted that this has given them the opportunity they were seeking, to become professional Drivers," said Bournes HR Director Caroline Hilton. "These new Drivers know the removals profession well, know Bournes and what it stands for, and can now utilise their skills to a far greater degree than before. They are hugely valuable members of our team."

The apprenticeship provides Bournes employees with a fully-funded professional qualification that they can use throughout their career – not to mention an increase in earnings following promotion into an official driver role once the apprenticeship has been completed. The apprenticeships enable participants to improve their all-round knowledge, skills and team-working ability and put them in a position to build long-term, fulfilling careers in the removals industry, including advanced driving and leadership roles. One of Bournes' successful participants has already expressed interest in progressing to a HGV1 driver once they have gained further experience.



"We are very proud of the apprentices' determination and commitment and delighted that this has given them the opportunity they were seeking, to become professional Drivers."

Caroline Hilton  
Bournes Mov



For more information please visit [www.bournesmoves.com](http://www.bournesmoves.com)

## Online Training - Introduction to Practical Estimating

### Course overview

This course has been designed for people who are new to estimating. Delegates will learn the art of cubing volumes of furniture and effects and the importance of the Estimator's role.

### Course content

- An overview of the Estimator's role and duties
- How to calculate the volume of an item using a tape measure
- An overview of the units of length and volume used in the removals industry
- The two significant factors that affect volume

- Sizes of cartons available and their common use
- The key elements of the Estimator's form and how to use it
- How to calculate a vehicle's load carrying volume and weight
- The Estimator's role in determining restrictions, access and parking
- How to protect the customer's property from the removals

**Course venue:** Online course via 'Teams'

**Course dates:** 26th & 27th May. Training over 2 months  
7th June. Training over a single day - 9.30am to 5.00pm

**Price:** (per person)