

NEtwork



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Issue 1

September 2015

A photograph of two men standing in a factory. The man on the left is older, with glasses, wearing a light blue button-down shirt and a watch. The man on the right is younger, with glasses, wearing a white polo shirt with a logo and a watch. They are standing in front of a large industrial machine, possibly a conveyor belt or assembly line, with a blurred background of factory equipment.

MICC Looks to NEAA's SME Programme for Business Excellence Initiatives

North East Automotive Expo:
Be seen at the regions only event solely focused on servicing the automotive sector

Business Excellence:
Delivering a Programme to Support Continuous Development

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NEAA Membership

Whether you are a sole trader or a multi-national, the North East Automotive Alliance (NEAA) offers a fantastic opportunity to join a network of North East automotive supply chain companies all working towards the same goal of driving the sustainable economic growth of the region's automotive sector.

Members will immediately benefit from the promotion of the North East automotive sector's capabilities on regional, national and international levels, whilst supporting the economic growth of the sector through connecting the supply chain to business opportunities.

Benefits:

- Business and collaboration opportunities
- International trade, new business opportunities and supply chain connections
- Business Excellence Programmes and sharing of best practice
- Regular networking and knowledge transferring events
- Marketing support
- A single unified voice for the North East automotive sector to key stakeholder groups
- Publicity of your business and the regions capabilities on a global level
- Free ½ page editorial in NEAA's **NE**twork quarterly newsletter
- Free/ discounted entry to NEAA events
- Access to NEAA's exclusive members' area for sharing knowledge, information and business opportunities
- Detailed company profile on the NEAA Website Supply Chain Directory
- Free ¼ page company profile in the NEAA Members Supply Chain Directory
- Discounted Energy and Insurance Schemes
- Addressing current skill gaps, attracting talent, apprenticeships and links to education
- Technical and funding advice
- Industry intelligence

NEtwork Editorial & Advertisement Contact Details

Laura Gage, Marketing & PR Manager

lgage@northeastautomotivealliance.com

0191 516 4400

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Paul Butler, CEO

Full steam ahead, says CEO Paul Butler

Firstly I wanted to say how pleased and excited I am to be leading the development of the NEAA and bringing my wealth of cluster management experience to the fore to ensure the alliance is a resounding success. I am also delighted to be able to deliver to you my first column in our new quarterly newsletter as the CEO of the North East Automotive Alliance (NEAA).

Wow, what a journey so far. Since our "sell out" launch on the 27th March of this year, the NEAA has been growing at a rapid pace. We have been actively engaged with the local supply chain and now have over 80 cluster participants, made up from members and companies on our SME Supply Chain Development Programme. This is great achievement given the whole NEAA team wasn't fully in place until the end of May, but also an obvious sign that the automotive sector sees benefit from being part of an industry led cluster group.

It is widely recognised that businesses engaged in a cluster group gain from improved supply chain competitiveness, improved survival rates for companies and a better platform for international success. In addition to this, our collaborative network develops a deep knowledge of regional sector capabilities and is a more compelling and attractive environment for investors.

In our short period we have successfully bid for ERDF funding to run an SME Supply Chain Development Programme. Although this will complete at the end September this year the programme is helping existing supply chain SMEs to improve efficiency, whilst offering business opportunities and is also helping new SMEs into the sector. I am pleased to say that we are hitting our targets on the delivery of this...you can read in more depth about the programme on page 5.

We expect to be able to provide a similar SME programme following the new round of ERDF funding...stay tuned!

Our industry led strategy highlighted five key areas where the alliance could bring together industry with the purpose of leading and coordinating common activities for mutual benefit. Through the NEAA, companies take a cohesive approach to tackling strategic issues that companies could not address alone. The five groups are Network & Supply Chain, Business Excellence, Skills, Innovation & Technology and Trade & Investment.

To date we have launched two Working Groups - Business Excellence and Skills. The Business Excellence Group has been focusing on benchmarking, sharing best practice and collaboration, and I'm pleased to announce that many of the companies engaged have seen some early significant benefits. The Skills Group has come together to address the current and future skills needs the sector, however it is still finalising its strategy.

On top of this, I am pleased to announce that our new website will launch in September. This will not only offer more promotional opportunities for our members but it will also act as a better support tool, with a dedicated 'members only' area for sharing best practice, engaging in forums, finding industry advice and supply chain opportunities, plus much more...it really will be the shop window for the regions automotive sector.

The team has also been working hard in the run up to our first North East Automotive Expo, which will take place on the 24th September at the Stadium of Light, Sunderland. This Expo will bring together more than 250 delegates across the day with a potential of 150 'Meet the Buyer' One-to-One meetings from 15 buyers from Nissan, JLR, Komatsu, Gestamp, Lear, Faltec, Calsonic, Nifco and Faurecia, 60 exhibitors and free workshops. This really is an excellent opportunity for you to truly understand the importance and capability of the North East Automotive sector, and I would encourage you to register to attend.

I hope you enjoy reading our first issue and learning a little bit more about the NEAA, membership benefits, our programmes and initiatives and what fantastic companies we already have on board...as you will see we are full steam ahead for the foreseeable future.

Introducing the NEAA Team

It has been a busy few months at NEAA as we establish the North East's first industry-led cluster group of automotive businesses. We have been working with the Board to agree our strategy, goals, objectives, working groups, and most importantly have put our experienced team in place.

May 2015 saw the formation of the full NEAA team, which consists of five specialist staff to take forward the alliance's work supporting and growing the region's automotive industry.

The team includes

Paul Butler who will lead the cluster group as CEO, Eddie Leng, who has been appointed as Project Manager, Stuart McGivern who will lead on business excellence as Project Manager, Laura Gage has been recruited as PR and Marketing Manager, and Deborah Fletcher who has joined as Office Assistant.

Paul Butler, CEO said of his team; "We have had the full team in place for four months now, and already we are making great progress working with our members, those on the SME Supply Chain Development Programme and growing the network.

"We have appointed a strong team, with decades' of experience in the industry, who have really hit the ground running, rolling out projects ranging from benchmarking to improving competitiveness and facilitating collaboration."



Paul Butler

Paul is an experienced cluster practitioner and joined the NEAA as Chief Executive Officer in March 2015. Prior to his appointment, Paul spent almost a decade on the management team of the North East Process Industry Cluster (NEPIC), one of Europe's most successful clusters. Paul is also the only UK based Cluster Benchmarking Expert for the European Secretariat for Cluster Analysis (ESCA), who are mandated by the EU to support the creation of more world-class clusters across the EU. He holds a Master of Business Administration (MBA) from the University of Durham, where his dissertation was The Role of SMEs in Clusters.



Eddie Leng

Eddie is an organisational training and development practitioner with over 30 years experience working with both the 1st tier automotive supply chain and wider SME engineering/ manufacturing base, delivering effective training and development solutions. Eddie was a key member of the North East Productivity Alliance and previously worked for the sector skills council SEMTA. He is tasked with spearheading business development for the alliance as well as coordinating the Skills Working Group.



Stuart McGivern

Stuart is an experienced procurement and process improvement practitioner who has worked extensively in the North East in the application and knowledge transfer of continuous improvement. Stuart spent 15 years working in procurement and supplier management for Nissan, and following work with One North East he then ran his own business, Key Performance Innovations. Stuart is already making significant progress with the Business Excellence Programme, running a number of Best Practice Workshops, benchmarking and diagnostic reporting with SMEs.



Laura Gage

Laura is an experienced business-to-business marketing specialist who is tasked with the management and delivery of the NEAA's marketing and communications. Prior to joining the NEAA, Laura worked at Corus, before moving into the subsea oil & gas and offshore renewables sector, where she worked as Marketing Manager at DeepOcean, IHC Engineering Business and most recently Reef Subsea.



Deborah Fletcher

Deborah is responsible for all of NEAA's administration activities and has a wealth of experience in this field. Prior to her appointment, Deborah was Information Officer for Tyne and Wear Development Company where she spent 10 years as part of the team which was successful in attracting Inward Investment worth millions of pounds to the region, as well as creating thousands of jobs.



Best Practice Visit at Mecaplast Peterlee

SME Supply Chain Development Programme: It's all about Adding Value!

The NEAA is currently running an extensive SME Supply Chain Development Programme which is part financed by the North East of England European Regional Development Fund Programme 2007 to 2013.

The programme is all about adding value to businesses in terms of driving supply chain competitiveness, sourcing business opportunities and accelerating the growth of SMEs.

NEAA is offering SMEs in the region the opportunity to engage in the programme to benefit from business excellence, promotion to the network, business engagement and matchmaking, chances for collaboration and consultancy services. It is also worth noting that SMEs do not have to supply directly into the automotive industry to qualify for the programme, the NEAA is happy to engage with all manufacturing companies.

Business excellence is a major element of the programme and engaging SMEs will have the opportunity to attend best practice visits to leading automotive companies. Delivering specialist best practice workshops are extremely valuable to those within the supply chain who are looking to start a journey

towards excellence, as well as those who are looking for ideas on how to continue and develop their existing best practice techniques. Sharing of such knowledge will only strengthen the performance of the region's automotive and manufacturing sectors.

As well as best practice visits, SMEs will be offered a diagnostic to determine their company's strengths and weaknesses. As a fall out from the diagnostic report, NEAA is working with professional training providers to deliver a series of training courses, which we believe are essential in improving knowledge of our programme members.

The SME Supply Chain Development Programme is worth over £3,000 to each participating SME. Please get in touch with us for more details if you think your company meets the criteria for this programme.

Places are limited and the programme is due for completion by the end of September 2015, although the NEAA expect to be able to provide a similar SME programme following the new round of ERDF funding.

Call +44 191 516 4400 or sign up online via our website at www.northeastautomotivealliance.com



Business Excellence: Delivering a Programme to Support Continuous Development in the Automotive Supply Chain

What is Business Excellence?

Business Excellence ultimately is about doing your best in your chosen field of work. At the NEAA we believe it is what an organisation thinks it is good at and prepared to share for the benefit of other members.

The NEAA is prioritising its approach in the following areas:

Best Practice Visits

Members can learn industry best practice from what our exemplar members do best. This provides unique access to

understand subjects that can be transferred across companies but more importantly followed up with a cross company approach focus group methodology. To date we have carried out best practice visits at Nissan, RTEK, Komatsu and Mecaplast looking at a wide diversity of subjects from Overall Equipment Effectiveness (OEE) to Safety.

Benchmarking

We are benchmarking our exemplar companies in their business capability and using this data to focus improvement initiatives.

Cross Company Teams

Using a common approach to improvement we have trained a Cross Company Team to actively support our member's problems. This is a win/win in terms of improving members (and their employees) capability going forward.

As we continue to develop our offering, we will be modifying our Business Excellence model based on our member driven needs.

Addressing the Skills Issues within the Industry

Through the NEAA Working Groups companies take a cohesive approach to tackling strategic issues that companies could not address alone in order to overcome barriers to growth. One such group focuses on skills.

The Skills Group reports to the Board of the NEAA and is chaired by Matt Boyle, Managing Director at Sevcon. It addresses the skills needs of the alliance in two interdependent sections, namely the current and future workforce. In assessing the needs it is charged with collecting data and analysis to inform present and future requirements of the sector in both on and off road applications.

The skills group seeks to include funding and learning development interventions centrally, with delivery close to and with the support of its members, that address both current and potential needs.

A pilot skills survey was launched by the Skills Group in June this year, which has now been evaluated and will be rolled out to all core members. The results of this survey will help determine future skills interventions.



The First North East Automotive Expo

Leading Original Equipment Manufacturers (OEMs) Nissan Motoring Manufacturing UK, Jaguar Land Rover and Komatsu UK are heading up the Meet the Buyer event at the first North East Automotive Expo, organised by the NEAA.

Taking place on 24th September 2015 at the Stadium of Light, the event promises to offer the ideal networking platform for companies already within the industry as well as those looking to expand into automotive.

Demand for places at the event is high, with more than 250 delegates expected and keynote speakers including James Wharton MP, Mike Matthews of Nifco, Lawrence Davies, AIO and John Cant from DS Smith.

The event will welcome Jaguar Land Rover to the region for the first time as part of the Meet the Buyer, and with Nissan Motor Manufacturing UK, Komatsu UK, Nifco UK, Gestamp Tallent, Calsonic Kansei Europe, Lear Corporation UK, Faurecia and Faltec Europe, over 150 one-to-one meeting opportunities are available to visiting companies.

- Over 150 'One to One' Meet the Buyer Meetings
- 60 Exhibition Stands
- 12 Free Workshops
- High Profile Keynote Speakers
- Test Drives & Demonstrations

Registration is easy!

Pre-registration is necessary. Simply complete the registration form downloadable from the NEAA website and return to events@northeastautomotivealliance.com



Take a Seat at the SMMT 99th Annual Dinner

The NEAA is offering members the chance to be a part of our table at the upcoming SMMT Annual Dinner on Tuesday 24th November 2015.

The prestigious dinner is one of the key events in the automotive calendar and is attended by leading executives from across the industry.

This year's event will take place at Grosvenor House in London and is the 99th annual dinner organised by SMMT.

Tickets cost £225.00 +VAT. To book a place(s) on the NEAA table, please contact Laura Gage at lgage@northeastautomotivealliance.com

NEAA Shows Support for First SMMT Automechanika Trade Show in the UK



SMMT in partnership with Messe Frankfurt will host the first Automechanika trade show at Birmingham NEC on 7-9th June 2016 and will bring together the broad scope of the UK automotive supply chain and aftermarket, from parts suppliers and electronic systems providers to accessory manufacturers and service and repair companies.

For just **£1,150 +VAT**, NEAA is offering members the opportunity to be a part of our exhibition stand at Automechanika Birmingham. We are located on stand G21B, which is a prime position in Hall 9, placed fairly close to the only entrance.

Exhibition Stand Share Package Benefits:

- 1x 800mm panel on the main exhibition stand wall
- Production of individually branded exhibition panel by professional design company
- Ability to display company literature on the stand
- Power socket and one spotlight
- Use of stand meeting area
- Ability to run your promotional video on the stand plasma TV
- Company promotion in any pre-event publicity to the NEAA cluster group
- Company listing in Automechanika event guide
- Exhibitor passes obtained on your behalf for up to 2 delegates
- On stand storage area for your belongings
- Access to copies of business cards collected by the NEAA team whilst on the stand
- Distribution of Members Directory at event – discounted advertising available to exhibiting companies

ONLY 6 PLACES AVAILABLE!

To secure your space on the NEAA stand, please email Laura Gage at lgage@northeastautomotivealliance.com



MICC Looks to NEAA's SME Programme for Business Excellence Initiatives

We've made the big move into automotive, says Nick Morton, but are we really living it?

Mineral Insulated Cable Company (MICC), who has made significant advances into the automotive sector over the last 4 years, has joined forces with the NEAA to leverage automotive best practice from the ERDF funded SME Supply Chain Development Programme.

Nick, could you start by telling us about MICC?

MICC are the UK's only manufacturer of the full range of mineral insulated cable products, which cover the three key areas of temperature control; electric trace heating, temperature measurement and fire survival.

Our cable products can be applied into a wide range of industrial and commercial sectors, but automotive is by far our

biggest market, equating to 30% of our output.

In the automotive sector, the demand is centred on temperature measurement and industrial thermocouples, which are used to measure and monitor exhaust system temperature control.

The company was formed in 2001 and we still operate as an SME, employing under 100 employees across our two companies, MICC and TRM (Thermal Resources Management), who specialise in designing and turning our mineral insulated cable into an installable product.

There is a number of the Senior Management Team who previously worked for the multi-national cable company BICC. They were the EU leader in mineral insulated cable, and we were able to transfer this experience and knowledge into the set-up of MICC.

MICC previously didn't supply to the automotive industry, what drove you to diversify into this sector?

Perhaps an unusual but fortunate situation to find yourself in... MICC was in fact approached by an automotive manufacturing company, and it was this engagement that led us into the automotive sector. As we know it, the only other competitor who can meet our automotive customers' requirements for mineral insulated cable is based in the Far East.

Although the automotive sector was very much on our radar it

was changes in the EU legislation that forced sensor manufacturers to seek out a company like ourselves for the monitoring of exhaust system temperature control in trucks. As a result of this, we have now supplied hundreds of kilometres of mineral insulated cables to sensor manufacturers around the world, although not without its challenges!

I think it's fair to say that our journey to becoming TS16949 accredited was difficult. We were already supplying into demanding industries and were ISO accredited, so there was perhaps an assumption that MICC would make the transition into the automotive sector fairly easily. This was not the case!

The automotive sector is very different...high volumes and low defects...and the audit approach was extremely thorough, requiring us to appoint a Quality Assurance (QA) Manager from an automotive background.

In the early transition, we took on a huge financial risk as we weren't in full production, nor did we have a signed agreement in place. Obtaining TS16949 accreditation took two years to achieve and having our QA Manager has been fundamental to the success we have had in this sector.

Now, the demand for the one product we ship to our customer in the Czech Republic is greater than the demand of the whole Italian market for other industries we supply...and it has potential to significantly grow should EU legislation be applied to the general car market.

We now play an active role within the automotive supply chain, and have done for some time, but I do still question 'are we really living automotive?'...and this is what led me to engage with the NEAA.

You were our first SME to sign up to the Supply Chain Development Programme, what were your reasons for joining?

After reading about the NEAA's launch, I was particularly attracted by the SME Programme as it was able to offer that insight into the automotive industry that we have not yet had.

We could visit leading North East companies as part of the best practice workshops, and see a business that has been living and breathing 'automotive' for years. Something like this helps us get in tune with their way of thinking, whilst also helping us to better understand how we should be influencing our own supply chain.

As a small company, working at MICC gives you a good grounding across all the departments, as well as an understanding of how the business operates. However, we may not be as developed as other larger organisations with bigger departments and we don't have the capacity to develop as quickly. Therefore, the SME programme has allowed us to visually see where we can improve and it has highlighted ways in which we can better manage a process.

We are also gaining valuable information from the training courses on offer, which we would otherwise need to invest in ourselves.

Do you feel your expectations have been met in terms of the programme we have delivered?

Yes, the NEAA offering has exceeded my expectations.

On joining the programme I envisaged a best practice workshop would take place once a month or even greater, but these have been coming in thick and fast and we have already attended four of these in two months.

We have also been able to bring best practice and business excellence initiatives back into the business, as well as findings from our diagnostic report which is helping us identify areas of opportunity for improvement that are beneficial to the company.

Each part of the NEAA's SME programme is helping us to become more immersed into the automotive sector and its way of thinking.

What are your hopes and ambitions for MICC?

We are looking to double the size of the business over the next three to four years. We are taking a bit of a pause at the moment as we look to fine tune our business plan. In terms of expansion, we have three areas to consider, and we need to make sure we invest in the right choice for us at this present time.

UK expansion is very much one of these options, but we are also looking at investment in China. We have a 40% share of a joint venture in China so we are considering whether further investment in this would be advantageous to the business.

Our third option is whether we should open a manufacturing plant in the US. The US customer base has limited choice of suppliers who can deliver the products we manufacture, so this is very much a driving force. We are currently working on samples for development with a number of customers, which could determine our strategy going forward.

On a whole, I am extremely positive about MICC's future within the automotive sector.

Nick Morton, General Manager & Director, MICC Ltd

For further details on MICC, visit www.temperature-house.com



L to R: Nick Morton, General Manager & Director, MICC & Stuart McGivern, Project Manager Business Excellence, NEAA

North East Automotive Expo

24 September 2015 | Stadium of Light, Sunderland



Be one of over 250 delegates to attend the regions only event solely focused on servicing the North East automotive sector

- **150 'Meet the Buyer' Meetings:**

Nissan Motor Manufacturing UK, Jaguar Land Rover, Komatsu, Nifco, Faltec Europe, Lear Corporation, Gestamp Tallent, Calsonic Kansei, Faurecia

- **60 Exhibition Stands**

- **12 Free Technical & Informative Workshops:**

including Nissan, Winning Pitch, Zero Carbon Futures, STEMNET, Spearhead Interactive, Finance Birmingham, ARK Associates

- **High Profile Keynote Speakers:**

James Wharton MP, Northern Powerhouse
Lawrence Davies, AIO
Mike Matthews, Nifco UK
John Cant, DS Smith

- **Test Drives & Demonstrations**

Limited Availability!

Register at www.northeastautomotivealliance.com/events

Hyperdrive Opens High Energy Density Battery Production Facility in Washington

After moving into the Future Technology Centre last summer, electric vehicle specialist Hyperdrive Innovation has taken an additional 340m² space and installed a new lithium-ion battery production line to complement their prototyping and vehicle development capabilities. The flexible factory can accommodate modular and custom designed packs for electric and hybrid vehicles, portable power and off-grid energy storage.

Serial production of a rapid charging battery pack for powering an Autonomous Guided Vehicle (AGV) is underway and will be followed shortly by a new 12V 100Ahr module. Chris Pennison has joined the Non-Executive Board as Manufacturing Director and Keith Hind has taken up the role of Production Manager. Both bring substantial experience in automotive tier 1 supply.

Hyperdrive's batteries include their in-house developed Battery Management System (BMS) technology to provide automated cell balancing, pack health monitoring and protection. The BMS controls charging and will automatically switch off the charger for safe operation whilst an inbuilt Battery Fuel Gauge provides continuous state of charge and state of health data.

New collaborations with niche vehicle OEMs have added further impetus to the company's expansion after securing two projects as part of the InnovateUK £6m Off-Highway Call. Working with Douglas Equipment and the University of Birmingham the company will develop a hybrid aircraft pushback tractor. Led by Product Developments Limited and working with Magnetic System Technologies Limited the second they will develop an innovative lightweight electric mini compact sweeping machine.

Hyperdrive has also agreed to be a lead sponsor of Newcastle Racing at the School of Mechanical and Systems Engineering at Newcastle University. They will support the racing team with the design and build of a high performance pack for the 2016 Formula Student Competition.

Visit www.hyperdriveinnovation.com for further information.

Hyperdrive Innovation



Altec Engineering

Altec: A Driving Force in Automotive

Over a period of 37 years, Altec Engineering Limited has established a reputation for not only meeting but exceeding the Automotive industry's stringent demands for quality, reliability and strict adherence to project timescales, leading to long term working relationships with our automotive industry customers.

Altec supports a number of the UK OEM's and their Tier 1 & 2 suppliers, offering a comprehensive range of services including Bespoke Assembly Tooling, Jigs & Fixtures, Special Purpose Equipment and Precision Machined CNC Components for specialist Motorsport and Formula 1. Our expertise covers vehicle systems such as Engine, Powertrain, Steering, Suspension, Braking, Body in White, Interior & Exterior and Advanced Electronics and Instruments.

Our management procedures have been merged into one cohesive system with a holistic set of documentation, policies, procedures and processes. This allows us to monitor and control all aspects of a project from the initial contract review through to

dispatch and delivery to the customer. Manufacturing at Altec adheres to international standards: ISO9001:2008 & AS9100 Rev C.

With the recent completion of our new factory extension, which includes a dedicated clean area for special purpose equipment build, plus significant investments in additional machine tools and additional personnel, Altec will continue to be a valued partner to the UK's Automotive Industry.

For more information, please contact:

Mr David Steel, Managing Director
Altec Engineering Limited
Unit 1, Bowburn North Industrial Estate
Durham, DH6 5PF, UK

Telephone: 0191 377 0555
E-Mail: altec@alteceng.co.uk
Web: www.alteceng.co.uk





Nifco UK

Nifco UK is an Eaglescliffe based car parts manufacturer. The company produces plastic components that are used in the engines, interiors and exteriors of cars made by Ford, Honda, Jaguar Land Rover, Toyota and Vauxhall Opel. It is part of Nifco Inc, a global business, headquartered in Japan.

Described in the media as 'the poster boy for the rebirth of British manufacturing', Nifco UK has seen its business grow at rapid, yet controlled, pace. In 2012, the company moved to a state-of-the-art facility, Nifco House, thanks to an investment of £8.5million, that was supported with £1.65m from the Government's Regional Growth Fund (RGF) Round 1.

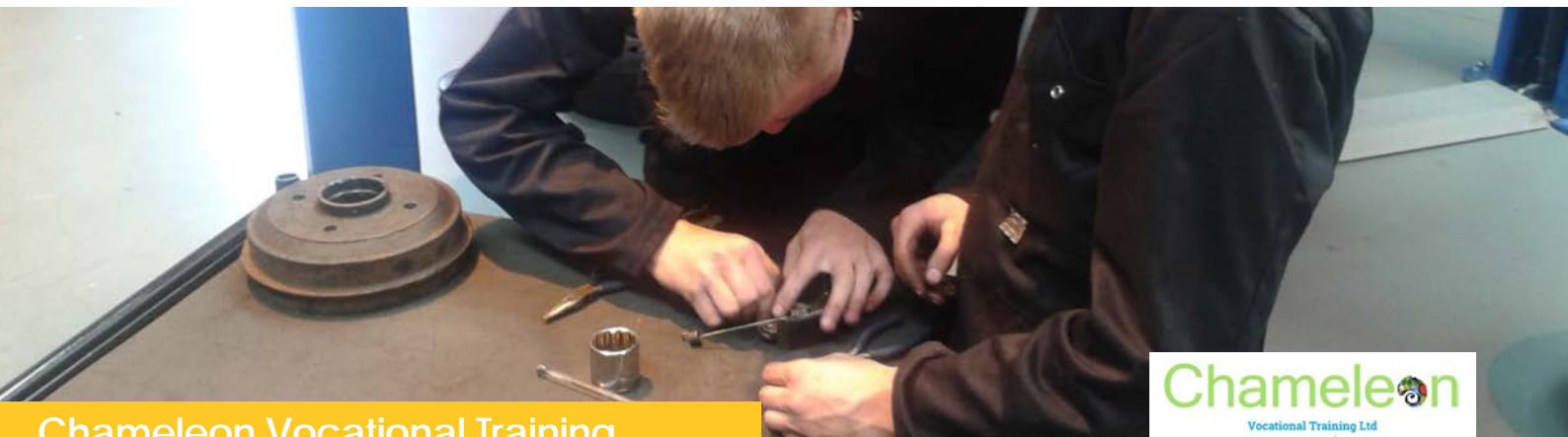
Sales soared, and the company quickly reached capacity, which led to the decision to take more space on land adjacent to its primary factory. The business invested a further £12.8m to develop its second manufacturing facility and Research and Development

centre in Stockton-on-Tees that opened in April 2014. Nifco was awarded £1.92m from RGF Round 3 to support with the cost of the factory, and the facility was declared officially open in December by HRH the Duke of York.

The company employs more than 500 people from in and around Teesside, and – as part of its commitment to its workforce's development – is one of only five UK businesses to have qualified for support from the Department for Business Innovation and Skills (BIS)'s Employer Ownership Fund (EOF), allowing Nifco to develop an extensive training programme across its team.

Nifco is headed up by Mike Matthews MBE, a former apprentice, who is vice chairman of the North East Automotive Alliance.

For more information about opportunities at Nifco, visit www.nifcoeu.com or call 01642 672299



Chameleon Vocational Training



Company Vision: To be a leading North East Training Organisation that inspires our learners to gain employment.

Company Mission Statement: Our aim is to inspire learners to develop their individual abilities and talents within an ethic of teamwork, friendship, collaboration and mutual respect.

Chameleon Vocational Training Limited (CVT) offers a wide and varied range of qualifications within the Automotive Industry. At CVT we provide the most up to date, relevant and accredited training, delivered by our quality team of highly experienced tutors and assessors. Specialist training in the automotive industry is essential due to constantly advancing vehicle technology.

Chameleon Vocational Training Limited is about placing the learner at the centre of everything we do, providing a "sense of belonging" where all learners feel welcome, safe and have a

positive learning experience. We believe that only when a sense of belonging exists can successful learning and personal development take place.

Our aim is to inspire all learners to develop their individual abilities and talents within an ethic of teamwork, friendship, collaboration and mutual respect.

We are fully committed to each individual, recognising their uniqueness and individual potential, aiming to produce confident and versatile young people, capable of high achievement and of rising to any challenge to gain employment.

We teach with pleasure and our learners, learn with enjoyment. How well we accomplish it depends on much more than learning outcomes. Our satisfaction lies in developing a learner's self-efficacy to become, quite simply, able to achieve their full potential.

Oculus HR

“Your business is only as good as your employees. Your people are the key to your success.”

This simple approach is at the heart of everything we do at Oculus HR. We believe that a successful business thrives and grows and when it understands the needs, requirements, and expectations of its workforce, big or small. With this firmly placed in our mind and ethos, we believe that it’s certainly worth tuning in to what they have to say, and that’s exactly what we do.

With over 15 years HR experience, 8 years of which has been working as an HR Manager for an automotive company – Valeo. As a business we have worked as a consultant for Lear Corporation, Vantec and several of the tiered suppliers that support the supply chain to Nissan. We have managed to gain a solid understanding of the barriers, challenges, and obstacles faced by an industry that is continuing to grow at a rapid pace within the North East.

As a result, we have been able to finely tune our knowledge and understanding of the issues that arise the most within the automotive field - making us perfectly equipped to create and drive highly focused bespoke HR strategies that have been designed to create a culture of purpose for your employees.

From Employee Engagement and Employment Law support, provided through Consultancy Services, Interim Support, Personality Profiling, and even Psychometric Testing and Training, we have a host of dedicated resources that allow us to identify,

align, and implement effective HR services and solutions. This allows us to strengthen productivity, employee engagement, and morale, whilst allowing you to enforce a strong, unified voice across your organisation.

Most importantly, we forge bespoke, flexible and supportive relationships with each of the clients we work with – ensuring that your business needs are always achieved and exceeded.



Louise Kennedy, Director, Oculus HR



Desoutter Industrial Tools

Founded in 1914 and headquartered in France, Desoutter Industrial Tools is a global leader in electric, battery and pneumatic assembly tooling serving a wide range of assembly and manufacturing operations with a targeted focus on the Automotive and Air & Spacecraft markets.

Desoutter offers a comprehensive range of Solutions (tools, service and projects) to meet the specific demands of local and global customers in over 170 countries.

The company designs, develops and delivers innovative industrial tooling solutions using air, battery and electric fastening



equipment and torque measurement systems. Find more on www.desouttertools.com

Desoutter has One Mission:

- Deliver **More Than Productivity** to our Key Partners
- Global Presence
- Aftermarket Support
- Projects Expertise
- Customer Centric
- Product Innovation

INNOVATION
ECO-DESIGN

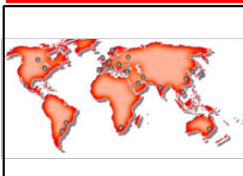
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SOLUTIONS

AFTER
MARKET

CUSTOMER
CENTRIC

CUSTOMER
SATISFACTION





L to R: Jim Casey, Plant Director at Lear Corporation, Cllr Paul Watson, Leader of Sunderland City Council & Dave Bartell, Operations Director, Expert Tooling

Make it Sunderland

MAKE
it Sunderland

Sunderland: The Car Making City

Sunderland lies at the heart of Europe's foremost car-making region. As home to the UK's largest car plant - Nissan - and its strong supply chain of component manufacturers, more than 15,000 people now work in the sector across the city.

Sunderland's committed, supportive City Council is a key player in encouraging new investments and automotive component manufacturers to the city and wider region. It has an impressive track record of successfully attracting support for the automotive sector, and for working with companies to help them thrive.

Sunderland automotive companies play a key role in the region's exporting success. The city has an excellent infrastructure and a highly skilled, willing and stable workforce. Skills development is

boosted at the city's college and university, which offer a comprehensive range of automotive skills training courses.

Sunderland's position on the world stage in the ultra-low carbon automotive sector is growing stronger year on year. As the UK's first designated Low Carbon Economic Area, the city and region are pioneering the supply and use of electric vehicles and low carbon vehicle technologies. Nissan's first lithium-ion battery plant outside Japan is located in Sunderland and the world's first mass produced electric vehicle, the Nissan LEAF, is produced in the city.

The A19 Low Carbon Enterprise Zone in Sunderland offers a superb setting for automotive companies of all sizes to establish a strong presence. The city's car-making and supply companies all benefit from Sunderland City Council's partnership approach and its proven success as a world-leading location for automotive companies.

Mecaplast Peterlee

A car components manufacturer has committed more investment to its North East facility after undergoing a period of significant growth.

Mecaplast, which supplies parts to the automotive industry, has invested over £100,000 to refurbish the staff canteen, adding a new kitchen and eating area and leisure facilities for the 170 people it employs. The company, who are based on the North West Industrial Estate, has also invested in new bathroom and changing facilities and a first aid room.

Mecaplast UK General Manager David Cann, who has just marked his first year at the helm of the Peterlee-based company, said: "We've undergone significant expansion over the last few months, which has resulted in temporary workers being offered permanent contracts and additional jobs being created.

"To support that growth we've been looking at our facilities and are carrying out a series of improvements across the plant. One of the main areas we wanted to invest in was the staff canteen, so the environment where they relax is as welcoming as it can be.

"Our workforce is so important to us and we know to get the best out of our employees they have to want to come to work."



David Cann added: "It's been a really good few months for the company and with the growth we've experienced we expect turnover to surpass the £20m mark this year which is fantastic. In addition, thanks to the investment we've committed, we are ideally placed to continue to grow in the future."

The company supplies plastic injection moulding parts to major UK-based automotive companies. It also exports some of its products. Last year Mecaplast increased the space it occupies in Peterlee by more than 23,000 sqft after securing a £1.9m capital injection from the North East LEP. The expansion enabled Mecaplast, which opened in Peterlee in 1997, to increase its workforce from 80 to 170 people and secure new business.



David Cann, General Manager UK, Mecaplast Peterlee

Caldan Conveyor

Caldan Conveyor A/S is a well-established company with 40 years experience in designing, manufacturing and installing overhead and floor conveyors. We have gradually earned our good reputation, and are today one of the leading suppliers of conveyor systems in the world.

Throughout the years Caldán has successfully installed more than 4.000 conveyor systems worldwide. We operate in a wide range of industries, and the materials handling challenges we meet are numerous.

Caldan Conveyor has a long history of working together with sub suppliers for the automotive industry, and also directly with the car manufacturers. The high standards and requirements of the automotive industry are well known to us. Among our customers you will find renowned brands like: Honda, Skoda, BMW, Volvo, Renault, Ford, Fiat, Audi and Volkswagen.

Our Overhead Conveyors:

We offer an extensive range of overhead conveyor systems ranging from simple manual systems, through powered single line (mono rail) to complex Power & Free systems. A total of 7 different systems have been developed for unit load weights from a few grams to 10,000 kg. All the systems have been developed first and foremost for the extremes of the surface finishing industry, and are designed for operating at high efficiencies with minimum maintenance.

Our Floor Conveyors:

We believe that we offer the most comprehensive range of chain based floor conveyor systems available in the market. A total of 10 different systems have been developed for unit load weights from a few grams to 2,000 kg. All the systems have been developed for the extremes of the surface finishing industry, and are designed for high accuracy of presentation of product to process, along with excellent stability characteristics.



CALDAN Denmark | Roeddikvej 91 • DK-8464 Galten • Denmark |
• Tel. +45 8694 7071 • Fax. +45 8694 7026 • e-mail: cc@caldan.dk
www.caldan.dk

Photo Caption: Caldán P&F100, power & free floor conveyor, operating in Mexico - surface treatment of auto bumpers



Nissan Motor Manufacturing UK

Nissan's manufacturing site in Sunderland is Britain's all-time biggest car plant, responsible for one in three of all cars made in the UK. In 2014 over 500,000 cars were produced at Sunderland for the third consecutive year, bringing the total plant volume to eight million vehicles, exported to over 130 markets worldwide.

Powered by consistently high sales of the Nissan Qashqai, as well as selling over 10,000 electric vehicles in the UK alone, Nissan achieved record sales in the first half of 2015, making it the top-selling Asian brand in Europe.

Nissan has invested more than £1bn in its UK operations in the past five years, including a £200m lithium-ion battery plant and £250m to support the introduction of the Infiniti brand to the UK.

The Q30, Infiniti's first compact entry for global markets and the brand's first vehicle to be built in Europe, will start production later

this year and will be closely followed by a second Infiniti model, the QX30, a new premium compact crossover. Both vehicles are integral to Infiniti's commitment to expand its product portfolio and the two models will be exported from the North East to global markets including the USA and China.

Infiniti had a record-breaking 2014 and reached all-time high results in 19 markets around the world last year, becoming one of the fastest growing premium brands in a number of key regions and markets such as China, Western Europe, the Middle East and Mexico. For more information on Nissan and Infiniti visit www.nissan-global.com

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