



CASE STUDY: **BESPOKE BUSINESS ACADEMY TRAINING PROGRAMMES**

## Howden Academy

**In the past, Howden's new engineers have been trained largely "on the job" by colleagues and supervisors. However, the rapid recruitment of large numbers of new engineers required a different approach to training.**

Howden and Glasgow Caledonian University have worked in partnership to develop Howden Academy, which was launched in July 2008. The Academy combines Howden's specialist engineering skills and experience with the teaching expertise and world-class learning facilities of Glasgow Caledonian University.

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Glasgow Caledonian University lecturers from the School of Engineering and Computing, led by Professor David Harrison, are fully involved in the preparation of the teaching materials, enabling Howden Academy to use the best techniques available. Training methods draw on traditional classroom work and e-learning supported by comprehensive notes and materials, delivered in manageable modules during week and weekend sessions at Glasgow Caledonian University's modern, city-centre campus.

Howden designs and manufactures large fans and blowers, rotary heat exchangers and process gas compressors for utility and industrial applications. All Howden equipment is built to order to individual customer specification and is engineered to provide long and reliable service even in the most demanding conditions.

Headquartered in Scotland, Howden has operational, sales and service bases in major industrial centres throughout the world, allowing customers to access market leading technology and rapid local support. Design engineering, project management, proposals and aftermarket support are carried out in Scotland.

## APPLIED KNOWLEDGE EXCHANGE

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The Howden Academy partnership has seen over 250 postgraduate engineers travel from around the world to complete a specialist operational training course and graduate from the Howden Academy. 75% of students are international so the Howden Academy brings together people from all different parts of the organisation, which is increasingly important as Howden grows by acquisition into new areas.

With companies in 17 countries and nearly 3,800 staff, Howden is a truly international company. Howden Academy reduces the time taken to turn new graduate or graduate level engineers into effective Howden employees by providing job-specific application engineering training through a quality-assured centre of excellence.

Heidi Kronholm, Project Manager at Howden Denmark, says Howden Academy covers "market aspects, different processes and, most importantly, brings together people from different countries so it helps to make contacts which are relevant from different parts of the world."

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Glasgow Caledonian University is able to tailor educational Business Academy programmes to suit the needs of the client.

Training through the Howden Academy covers subject areas such as Howden's organisation, Howden's markets, Howden's core products and Howden job descriptions and duties. The curriculum is broken down into units and bite-sized training modules. The teaching style is interactive and hands-on, with classroom tutorials supported by e-learning technology such as Blackboard and site visits to Howden facilities.

Bob Cleland, Howden's Chief Executive, said: "Howden is a global engineering company that is committed to Scotland as a centre for engineering excellence. This course has been designed by Howden engineers for Howden engineers, so marries the knowledge, skills and experience our people have gathered over the years with the teaching expertise and

world-class learning facilities at Glasgow Caledonian University. Engineering is an exciting career and this is revolutionising the approach we take to post-graduate engineering education and training. We hope that by making this level of investment in our people, we will attract and retain the best engineers from around the world, strengthening our position as a global force in engineering innovation.

"Glasgow Caledonian University was our preferred choice of partner because of its focus on applied professional learning and understanding of practical industry needs. The campus is modern and the quality of teaching and facilities is excellent, and that was important to us as well because, through the academy, we are showing some of the world's most promising engineers what Scotland has to offer."

