

CPA STARS OF THE FUTURE

SPECIAL COMMEMORATIVE BROCHURE 2023



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OF CPA STARS OF THE FUTURE 2023

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CPA Stars of the Future is organised by the Construction Plant-hire Association
27/28 Newbury Street, Barbican, London EC1A 7HU



National winners from the CPA Stars of the Future Awards 2023

Earlier this year, the Construction Plant-hire Association was delighted to welcome over 320 attendees to the Heart of England Conference and Events Centre near Coventry for the 2023 awards ceremony for the CPA's apprentice and trainee awards – Stars of the Future.

Stars of the Future has been running for over 10 years now and it is firmly established as the construction plant sector's premier event for recognising and rewarding the skills and calibre of the industry's apprentices and trainees.

Having joined the CPA only recently, this was my first experience of Stars of the Future and it was a wonderful celebration of excellence. This year we received almost 100 nominations, an increase of more than 30% on our previous highest ever total, which is a clear demonstration of the high regard in which the awards are held and the value they hold for apprentices, training providers and employers.

On behalf of the CPA, I would like to congratulate all the nominees and winners. Award winners received some fabulous prizes, including tool kits, training courses, iPads and an overseas trip to visit a crane manufacturing plant in Germany. This

commemorative brochure celebrates the nominees and winners, and features interviews with the national winners.

I should like to express sincere thanks to all our sponsors and supporters without whom we simply could not stage such a wonderful event or reward our award winners so handsomely. One final thank you must of course go to each of the 11 judges for taking the time to go through the nominations and supporting material, for attending meetings to discuss nominees and for attending the awards ceremony.

If you have apprentices in your business that you believe will be the leaders of tomorrow, please don't hesitate to nominate them for a Stars of the Future Award. There are various categories and nomination forms for the 2024 Awards will be on www.cpa.uk.net from January 2024.

STU MCINROY
CPA Chief Executive





JUDGING PANEL

This year, Stars of the Future had a two-tier judging process – the CPA selection panel and a panel of external judges who decided the eventual winners of each category.

Nominations for a number of categories were initially filtered by the CPA selection panel comprising:



ROB SQUIRES

Rob is the CPA's Training and Safety Manager and one of the co-ordinators of the Stars programme. Prior to joining the CPA, following a long career in the armed forces, he spent a number of years managing training, card and certification schemes with experience at CITB managing a range of CSCS-based schemes.

PETER BROWN

Peter is the CPA's Technical and Development Manager. He has a long background in plant technical operation and maintenance, followed by experience in plant-based education, training and development, including 18 years at CITB as a standard-setter for plant occupational standards.

LISA COLLINS

Lisa is a Communications Consultant to the CPA and the other co-ordinator of Stars, having been involved in the organisation of the event for several years. Prior to setting up independently, Lisa headed up the Marketing Communications Department at A-Plant, now known as Sunbelt Rentals, for almost 10 years.

KATIE KELLEHER

Katie has recently joined the CPA as Technical and Development Officer. Prior to joining the CPA, she worked for Select Plant Hire for eight years as a Crane Operator and Appointed Person. She has been involved in the judging of Stars of the Future for a number of years and is a champion for women and young people working in construction.



**ARRAN
WILLIS**
Liebherr-GB

A former apprentice, Arran is now employed as the After Sales Operations Manager for Liebherr's crane division. Liebherr has been a major employer at all levels of apprenticeships over many years and jointly sponsors the Lifting Technician of the Year Award.



**SIÔN
MORGAN JONES**
ACOP Group

Hailing from a family-based plant hire company, Siôn now heads up ACOP Group: a leading plant-based training organisation and award-winning assessment centre. He is the CPA Council Vice Chair and Wales' representative. ACOP are joint sponsors of the Plant Operative of the Year award with CPCS and the Young Plant Operative of the Year award with L Lynch Plant Hire & Haulage.



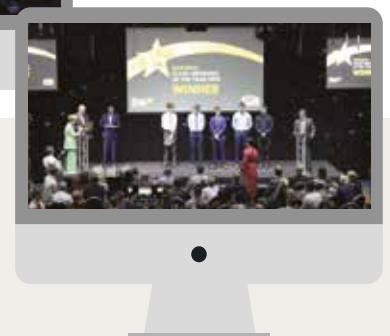
**KIRSTY
ARCHBOLD-LAMING**
Southern Hoist Services

Kirsty acts as Chair of the working group for the Hire Controller trailblazer apprenticeship, successfully getting the apprenticeship approved and delivered to industry. She is also the current Chair of the Construction Hoist Interest Group (CHIG) and is a CPA Council Member.



**LEIGH
SPARROW**
Vertikal Press

Leigh is the owner of The Vertikal Press which produces the industry-leading Cranes and Access magazine and hosts the successful Vertikal Days crane and access trade show. A long supporter of training, Leigh comes from a family which has a long association with the crane and lifting world.



Have you seen the Stars of the Future Awards 2023 Video?

Take a look at:

<https://youtu.be/ebqJUMV4EqQ>



GRAHAM BLACK
Earthmovers Magazine

As Editor of the very popular Earthmovers magazine, Graham has a long interest in training and seeing new talent come into the industry, evidenced by the many articles written in Earthmovers featuring new and young plant operators. He has great insight and knowledge into the plant world.

TIM BROWNBRIDGE
BAM Nuttall Ltd

Having a long background in plant and civil engineering, Tim is employed as BAM UK & Ireland Learning Academy Manager. He also represents the civil engineering sector via the Civil Engineering Contractors Association (CECA) in a number of development groups including Chair of the Groundworker and member of the Plant Operator and Lifting Technician Trailblazer Groups, as well as holding the position as Trustee of NOCN Job Cards.

ROB ALLEN
Independent

Rob started a long career in the plant sector back in 1979 as an Apprentice Mechanic from which he finished his career in industry as H, S & E Manager at Clee Hill Plant. Rob was a member of many plant and H&S training and technical working groups and was Co-Chair of the Construction Equipment Maintenance Mechanic Trailblazer Working Group.



The CPA would like to sincerely thank each of the Stars of the Future judges for their time, enthusiasm and diligence in carrying out the challenging task of identifying the eventual winners from the high calibre of nominees for 2023.



“THIS YEAR WE RECEIVED ALMOST 100 NOMINATIONS, **AN INCREASE OF MORE THAN 30% ON OUR PREVIOUS HIGHEST EVER TOTAL.**”



MERRYN MYATT

Merryn Myatt hosted Stars of the Future this year. Merryn is a former television newsreader, presenter and journalist, and is now one of the UK's most experienced media and communications experts. In demand as an inspiring speaker, an engaging chairperson and an even-handed discussion panel host, Merryn guides events with appropriate gravitas, warmth and humour!

Merryn has worked on local and national radio where her credits included presenting BBC Radio 4's Woman's Hour and flagship consumer affairs programme You & Yours. Her television experience covered 20 years and included presenting numerous BBC national news programmes/debates as well as ITV and Channel 4 documentaries, news programmes and other shows. She was also senior presenter on The Money Channel.

Merryn is one half of Perris-Myatt; together with Sarah Perris they deliver bespoke training in media management skills and crisis handling.

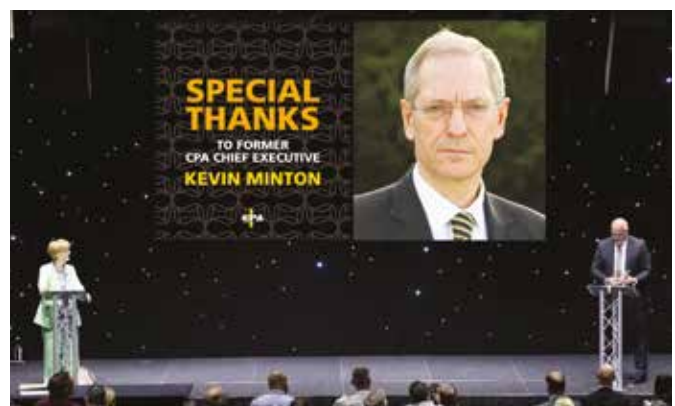


SPECIAL THANKS

We can't let this moment pass without making special mention of Kevin Minton, who has recently retired as Chief Executive of the CPA. Kevin originally came up with and developed the concept of a Stars of the Future awards programme to give apprentices and trainees the recognition they deserve and identify those who will be the industry leaders of tomorrow.

Within 10 years, Stars has grown from being a low-key event - held in a muddy field during one of the plant shows - just for college-nominated plant mechanics into being the stand-alone national premier awards event that encompasses all of the plant-based apprenticeships and other occupations.

If it wasn't for Kevin's foresight, Stars of the Future wouldn't be here today. On behalf of the CPA team, the CPA Council, apprentices, employers and training providers, thank you Kevin.





PLANT MECHANIC OF THE YEAR AWARDS

AWARD SPONSOR



Due to the high number of entries, the Level 2 Plant Mechanic of the Year Awards were split by region. On receipt, nominations from either the colleges or the employers were entered into one of five regional categories. The regional winners won a Snap-on student tool kit.

All the regional winners are pictured with CPA Chief Executive Stu McInroy.



MORGAN WARDLE



OWEN VAN GREUNING



HARRY TOTMAN



JOHN MURRAY



LIAM BURTON





NOMINEES

PLANT MECHANIC OF THE YEAR – NORTH

Morgan Wardle	Banks Plant Solutions	Askham Bryan College	WINNER
Reece Chapman	Vp Brandon Hire Station	Myerscough College	Highly Commended
Sam Malone	David Donger Plant Engineering Services	Askham Bryan College	Highly Commended
Harvey Matthews	Speedy Services	Askham Bryan College	Finalist
Oliver Curwen	Sunbelt Rentals	Gen2	Finalist
Robert Wilde	GGR Group	Trafford College Group	Finalist
Thomas Joynt	Sunbelt Rentals	Gen2	Finalist

PLANT MECHANIC OF THE YEAR – MIDLANDS

Owen Van Greuning	Marubeni-Komatsu	NSCG Stafford College	WINNER
Taylor Gourlay	Clee Hill Plant	NSCG Stafford College	Highly Commended
Outeman Bouchekouf	Sir Robert McAlpine	NCC East	Highly Commended
Arjun Sharma	CRH Plant Hire	Wiltshire College & University Centre	Finalist
Daniel Bradbury	Flannery Plant Hire	NCC East	Finalist
Richard Batkin	BCS Group	NSCG Stafford College	Finalist

PLANT MECHANIC OF THE YEAR – SOUTH

Harry Totman	Liebherr-GB	NSCG Stafford College	WINNER
Jose Claudio Santos Barros	Synergy Hire	NCC East	Highly Commended
Shannon Bristow	Speedy Services	Askham Bryan College	Highly Commended
Daniel Da Cruz	Synergy Hire	NCC East	Finalist
James Butts	Liebherr-GB	NSCG Stafford College	Finalist
Leo Bailey	Cotswold Roller Hire	Wiltshire College & University Centre	Finalist
Lloyd Harvey	Bristol Port Company	Wiltshire College & University Centre	Finalist
Ryan Green	Ready Power Rail Services	NSCG Stafford College	Finalist
Sebastian Asiedu	Vp MEP Hire	Myerscough College	Finalist

PLANT MECHANIC OF THE YEAR – SCOTLAND

John Murray	John Maciver & Sons	NCC Scotland	WINNER
Paul Hunter	Garriock Brothers	NCC Scotland	Highly Commended
Andrew Manson	A&D Sutherland	NCC Scotland	Highly Commended
Adam McCorrie	GAP Group	NCC Scotland	Finalist
Kai Woodburn	GAP Group	NCC Scotland	Finalist
Ryan Sim	GAP Group	NCC Scotland	Finalist

PLANT MECHANIC OF THE YEAR – WALES

Liam Burton	Phoenix Hire & Sales	Bridgend College	WINNER
Samuel Davies	Flannery Plant Hire	Bridgend College	Highly Commended
Alfie Davies	Mason Bros	Bridgend College	Finalist
Mackenzie Stone	Quattro Plant	Bridgend College	Finalist



NATIONAL PLANT MECHANIC OF THE YEAR AWARD

AWARD SPONSOR



All of the regional Plant Mechanic of the Year winners were put forward for the National Plant Mechanic of the Year accolade.

NATIONAL PLANT MECHANIC OF THE YEAR - NOMINEES

John Murray	John Maciver & Sons	NCC Scotland	WINNER
Harry Totman	Liebherr-GB	NSCG Stafford College	Highly Commended
Morgan Wardle	Banks Plant Solutions	Askham Bryan College	Finalist
Owen Van Greuning	Marubeni-Komatsu	NSCG Stafford College	Finalist
Liam Burton	Phoenix Hire & Sales	Bridgend College	Finalist



HIGHLY COMMENDED

A Highly Commended accolade was awarded to:

HARRY TOTMAN

Liebherr-GB
NSCG Stafford College



WINNER

Huge congratulations to the winner of the National Plant Mechanic of the Year Award for 2023:

JOHN MURRAY

John Maciver & Sons
National Construction College Scotland

Photographs: Harry and John are pictured with Mark Anderson, Managing Director North of GAP Group (left) and Stu McInroy, CPA Chief Executive (right)



WHAT IS A PLANT MECHANIC?

Mechanics carry out servicing and repair activities on a wide range of construction plant, equipment and accessories, either in a workshop or on site. Activities include routine servicing, breakdowns, fitting additional equipment or carrying out repairs to damaged equipment.

SPOTLIGHT ON

JOHN MURRAY

NATIONAL PLANT MECHANIC OF THE YEAR 2023

John Murray of John Maciver & Sons won the accolade of National Plant Mechanic of the Year, after winning the Scottish regional award.

John, 22, had much further to travel than many of the attendees at the Stars of the Future awards, as he lives on the Isle of Lewis located off the west coast of Scotland. John also travels in order to complete his apprenticeship studies at National Construction College Scotland. Every time he attends a college block, he needs to take a ferry and complete a five hour drive to get to college!

One of the many reasons why John was selected as the national winner was his fantastic work ethic and keenness to learn. He even carries on his learning after hours thanks to his various hobbies. From nut and bolt restorations on classic tractors to maintaining and repairing his and his family's vehicles, excavators and various other small plant, John has a clear passion for the trade and for developing his skills.

An example of his determination to make it was his admirable patience and forward planning in the hunt for an apprenticeship. With very few new apprenticeship opportunities available on a small island, none were available at the time of John leaving school.

He first worked at a local recycling centre before moving to a tyre company. It was there that he came to the attention of John Maciver & Sons, who noticed his pleasant nature and work ethic and learnt that John actually had aspirations to become a Plant Mechanic. John Maciver & Sons quickly offered John the chance of an apprenticeship and he has gone from strength to strength over the last two years.

John told us: *"There's so much variety in my job. One minute I can be repairing the gritters on snow ploughs, the next I can be working on tower lights and the next I can be working on a boat. I've learnt so many skills during my apprenticeship and it allows me to get out and about."*



"I'D REALLY RECOMMEND THIS INDUSTRY TO ANYBODY."

"It was quite surreal when it was announced that I had won the National Plant Mechanic of the Year Award. It was really unexpected but everyone was so positive and my family were very proud."

"I'd really recommend this industry to anybody. There is so much more variety than a Car Mechanic and there is always going to be lots of work and equipment always needs fixing! It allows you to develop such a wide range of skills."

As well as having a busy day job, John is also an active volunteer with the RNLI (Royal National Lifeboat Institution) which provides emergency rescue services at sea. John is a crew member of the 'Tom Sanderson' lifeboat and attends regular weekly training in the evenings, along with responding to emergency calls 24/7.



PLANT TECHNICIAN OF THE YEAR AWARDS

AWARD SPONSOR



Like the Plant Mechanic of the Year Awards, the Level 3 Plant Technician of the Year Awards were split by region. Nominees were entered into one of five regional categories. The regional winners won a Snap-on student tool kit.

All the regional winners are pictured with CPA Chief Executive Stu McInroy.



BRADLEY BAKER



JAKE CLARK



CIARAN MCHUGH



FRASER MCQUEEN



GLEN GOULD





NOMINEES

PLANT TECHNICIAN OF THE YEAR – NORTH

Bradley Baker	GGR Group	The Growth Company	WINNER
Leon Catterall	CRJ Services	Reaseheath College	Highly Commended
Will Grice	Bachy Soletanche	Reaseheath College	Highly Commended
Charlie Kett	Ainscough Crane Hire	Myerscough College	Finalist
Cody Mathews	Sunbelt Rentals	South Eastern Regional College	Finalist
Craig Ditchfield	SMT GB	Reaseheath College	Finalist
Jamie Fisher	Allan J Hargreaves	Myerscough College	Finalist
Kealan Gillespie	Flannery Plant Hire	Reaseheath College	Finalist
Leon Simpson	GAP Group	Reaseheath College	Finalist
Maisie Robe	Bachy Soletanche	Midland Group Training Services (MGTS)	Finalist
Oliver Clynych	Ainscough Crane Hire	Myerscough College	Finalist
Sam Jarvis	GAP Group	Reaseheath College	Finalist
Sean McDonnell	Flannery Plant Hire	Reaseheath College	Finalist
Thomas Luscombe	T C Harrison JCB	NCC Scotland	Finalist
William Wood	TXM Plant	Reaseheath College	Finalist

PLANT TECHNICIAN OF THE YEAR – MIDLANDS

Jake Clark	Chris Clark Plant Services	NSCG Stafford College	WINNER
Henry Dutton	Marubeni-Komatsu	NSCG Stafford College	Highly Commended
Dylan Hadwen	Clee Hill Plant	NSCG Stafford College	Finalist
Ryan Boden	Sunbelt Rentals	Stephenson's College	Finalist

PLANT TECHNICIAN OF THE YEAR – SOUTH

Ciaran McHugh	Greenshields JCB	Reaseheath College	WINNER
Dominic Hunt	Volspec	Reaseheath College	Highly Commended
Jai Steward	Prior Power Solutions	Reaseheath College	Highly Commended
Billy Mitchell	AmeyBriggs	Wiltshire College & University Centre	Finalist
Ciaran Fletcher	GAP Group	Reaseheath College	Finalist
Ed Totman	Liebherr-GB	NSCG Stafford College	Finalist
Harrison Yeoman	Boels Rental	Reaseheath College	Finalist
Jake Smyth	GAP Group	Reaseheath College	Finalist
James Beatson	TXM Plant	Reaseheath College	Finalist
Joby Payne	Clee Hill Plant	Wiltshire College & University Centre	Finalist
Joshua Brookes	GAP Group	NCC East	Finalist
Rhys Dann	Watling JCB	NCC East	Finalist
Sean Palmer	Gorrel Equipment Solutions	Bridgend College	Finalist
Tanatswa Mbwanhema	Vp Brandon Hire Station	Myerscough College	Finalist
Thomas Potter	Molson Equipment Services	Wiltshire College & University Centre	Finalist
Westley Martin	GAP Group	Reaseheath College	Finalist

PLANT TECHNICIAN OF THE YEAR – SCOTLAND

Fraser McQueen	Marubeni-Komatsu	NSCG Stafford College	WINNER
Ryan Mackie	Nationwide Platforms	NCC Scotland	Highly Commended
Calum MacKenzie	A&L Stronach	NCC Scotland	Finalist
Fraser MacLean	Scot JCB	NCC Scotland	Finalist

PLANT TECHNICIAN OF THE YEAR – WALES

Glen Gould	Involve Infrastructure	Bridgend College	WINNER
Jack Howell	Marubeni-Komatsu	NSCG Stafford College	Highly Commended



NATIONAL PLANT TECHNICIAN OF THE YEAR AWARD

AWARD SPONSOR



All of the regional Plant Technician of the Year winners were put forward for the National Plant Technician of the Year accolade.

NATIONAL PLANT TECHNICIAN OF THE YEAR – NOMINEES

Bradley Baker	GGR Group	The Growth Company	WINNER
Ciaran McHugh	Greenshields JCB	Reaseheath College	Highly Commended
Jake Clark	Chris Clark Plant Services	NSCG Stafford College	Highly Commended
Fraser McQueen	Marubeni-Komatsu	NSCG Stafford College	Finalist
Glen Gould	Involve Infrastructure	Bridgend College	Finalist



HIGHLY COMMENDED

Two Highly Commended accolades were awarded to:

CIARAN MCHUGH
Greenshields JCB
Reaseheath College

JAKE CLARK
Chris Clark Plant Services
NSCG Stafford College



Huge congratulations to the winner of the National Plant Technician of the Year Award for 2023:

BRADLEY BAKER
GGR Group
The Growth Company

Photographs: Ciaran, Jake and Bradley are pictured with Dan O'Brien of M O'Brien Plant Hire (left) and Stu McInroy, CPA Chief Executive (right)



WHAT IS A PLANT TECHNICIAN?

Technicians carry out more complex technical repairs than Plant Mechanics and require a higher level of understanding on the principles and workings of key components and functional equipment. They deal with complex breakdowns, upgrades or conversions.

SPOTLIGHT ON

BRADLEY BAKER

NATIONAL PLANT TECHNICIAN OF THE YEAR 2023

Bradley Baker of GGR Group was declared National Plant Technician of the Year - the second year on the trot that a GGR Group employee has won the accolade.

When Bradley, 25, first joined GGR Group, he had just completed a Level 3 Diploma in Electrical Installation at college and was looking for a hands-on apprenticeship. As part of his training, he worked through each engineering department at GGR Group on a monthly rotation. It was quickly realised that he has an unquenchable thirst for knowledge, coupled with a can-do attitude.

Since completing his apprenticeship, Bradley has now graduated to become a Field Service Engineer, not only dealing with GGR Group's range of crane equipment, but also with major construction companies on high profile projects and infrastructure. He has even had the opportunity to work overseas in far flung places such as Qatar and Senegal.

Bradley told us: *"I decided to become an Engineer as I have always enjoyed finding out how and why things work the way that they do. Being able to carry out my apprenticeship has allowed me to gain a greater understanding of the way things work whilst being taught by experienced Engineers."*

"I specialise more in the electrical aspects of GGR Group's machinery, however I'm keen to learn about the mechanical and hydraulic parts too. I have been tasked with certain jobs that not many people at such a young age would be trusted to do - one example going to Qatar to carry out some diagnostic testing on a piece of machinery."

A typical day for Bradley involves servicing, testing and repairing GGR Group's wide range of plant. It also involves speaking to customers to provide over the phone diagnostics, as well as attending site to diagnose faults and repair the equipment. Bradley told us that he likes the wide variety of his job and he enjoys working alongside others, all with the same end goal.



"I FELT A GREAT SENSE OF PRIDE WHEN I WAS VOTED THE WINNER BY THE JUDGES, AS THE OTHER CANDIDATES WERE ALL DESERVING WINNERS IN MY OPINION."

Despite Bradley's many achievements since starting his apprenticeship, he was still pleasantly surprised when he won the Plant Technician of the Year - North award and then went on to win the national accolade. As part of his prize, he won a roll cart full of Snap-on tools.

He said: *"I felt a great sense of pride when I was voted the winner by the judges, as the other candidates were all deserving winners in my opinion. I was really impressed with my prize - it has been a great addition to my existing toolkit. It has made my job easier having a well organised tool trolley which can be transported around the workshop so I can have all my tools to hand."*

In the future, Bradley aspires to lead his own team, sharing his knowledge and skills with the next generation of apprentices who are looking to have a career within the construction plant sector.

So has Bradley got any advice for those starting off in the industry? He told us: *"Don't be afraid to ask questions - no question is too big or too small and it's a key way to learn and develop understanding. And don't be afraid to make mistakes. During the course of my apprenticeship, I did make mistakes and this is where I feel I have learnt things which I will never forget."*



HIRE CONTROLLER OF THE YEAR AWARD

AWARD SPONSOR



We would like to congratulate all candidates who were nominated for the Hire Controller of the Year Award. The winner – Teah Stapleton of Kilnbridge Construction Services – won an iPad to assist her in her job role.

HIRE CONTROLLER OF THE YEAR – NOMINEES

Teah Stapleton	Kilnbridge Construction Services	WINNER
Chelsea Croom	Sunbelt Rentals	Highly Commended
Amy Thomas	Speedy Services	Finalist
Charlie Barker	GAP Group	Finalist
Jay Campbell	Sunbelt Rentals	Finalist



HIGHLY COMMENDED

A Highly Commended accolade was awarded to:

CHELSEA CROOM
Sunbelt Rentals



WINNER

Huge congratulations to the winner of the Hire Controller of the Year Award for 2023:

TEAH STAPLETON
Kilnbridge Construction Services

Photographs: Chelsea and Teah are pictured with Dan O'Brien of M O'Brien Plant Hire (left) and Stu McInroy, CPA Chief Executive (right)



WHAT IS A HIRE CONTROLLER?

Hire Controllers act as the interface between their organisation and the customer and offer advice to customers, deal with hire and technical queries and complete contractual documentation for the hire, both when commencing and on completion. They work with the wider team and have a wide range of product knowledge for the equipment they hire out.

SPOTLIGHT ON

TEAH STAPLETON

HIRE CONTROLLER OF THE YEAR 2023

Teah Stapleton of Kilnbridge Construction Services was declared the Hire Controller of the Year for 2023.

Although Teah, 23, first started working at Kilnbridge some four years ago, her original plan was to study accountancy. She soon discovered that she wanted to pursue a more hands-on career, and changed her studies from accountancy to business. Once she finished her studies, she came across a job vacancy at Kilnbridge and originally started working as a Plant Administrator.

Teah's enthusiasm to learn and progress was instantly recognised and within a short space of time, she was promoted to Hire Controller and commenced the Hire Controller Apprenticeship delivered by Vision West Nottinghamshire College.

She has never looked back since and her varied role involves hiring and offhiring equipment, organising invoices, generating reports, daily problem solving and dealing direct with both customers and suppliers. She is one of the main sources of technical advice for customers and is responsible for ensuring stock is maintained to the required standard.

Recognised for her willingness to take on additional roles and responsibilities, Teah was nominated to sit on Kilnbridge's Employee Representative Group due to her dedication to the business, and she has been highlighted as a prime candidate for making it to the senior level of management.

In fact, Teah's Manager who is the Plant Director at Kilnbridge said: "One day I can see Teah taking over my position and taking this department to new heights." Equally, Teah's course tutors have commented that she is an inspiration to other apprentices.

Teah told us: *"When I first started, I didn't know anything about the industry and it's unreal the amount of product knowledge I've gained since starting my apprenticeship. I absolutely love how hands-on my job is. One minute I can be sat at my desk on the*



"EVEN THOUGH THERE IS OFTEN A STIGMA ASSOCIATED WITH WOMEN WORKING IN CONSTRUCTION, I ACTUALLY THINK I HAVE BEEN GIVEN MORE OPPORTUNITIES."

phone to a customer or supplier, the next I'll be out in the yard and the next I'll be in the stores seeing what equipment we have or if we need to order anything in.

"I was so pleased when I was nominated for Hire Controller of the Year and if I'm honest, I still can't believe it! When my name was announced as the winner at the awards, I actually said to myself - what me? I think I was in shock! As part of my prize, I won an iPad and I use it every day."

Teah strives to continue to progress at Kilnbridge and hopes to become a Plant Manager in time. She absolutely encourages others to enter the industry and told us: *"Even though there is often a stigma associated with women working in construction, I actually think I have been given more opportunities. It's a great industry to be in and I've learnt so much. I just want to keep moving on up."*



PLANT OPERATIVE OF THE YEAR AWARD

AWARD SPONSORS



Three candidates were nominated for the Plant Operative of the Year Award. The winner – Roksana Przybylska of L Lynch Plant Hire & Haulage – won a CPCS training course for the category of 180 Degree Excavator to be carried out at ACOP Group’s training facility in Wales, with overnight accommodation provided.

The prize also includes a VIP experience at JCB’s World HQ in Staffordshire, including lunch served in the VIP Hospitality Suite, a Backhoe Loader Dig Experience at the JCB Demonstration Centre and an overnight stay at the exclusive JCB Golf and Country Club for Roksana and her guest.

HIRE CONTROLLER OF THE YEAR – NOMINEES

Roksana Przybylska	L Lynch Plant Hire & Haulage	WINNER
Jonny Allison	L Lynch Plant Hire & Haulage	Highly Commended
Robert Gibbs	L Lynch Plant Hire & Haulage	Finalist



HIGHLY COMMENDED

A Highly Commended accolade was awarded to:

JONNY ALLISON

L Lynch Plant Hire & Haulage



WINNER

Huge congratulations to the winner of the Plant Operative of the Year Award for 2023:

ROKSANA PRZYBYLSKA

L Lynch Plant Hire & Haulage

Photograph (Pictured from left to right): Carl Hassell of NOCN Group, Jonny Allison, Siôn Morgan Jones of ACOP Group and the CPA’s Stu McInroy

Photograph (Pictured from left to right): Siôn Morgan Jones of ACOP Group, Roksana Przybylska, Carl Hassell of NOCN Group and the CPA’s Stu McInroy



WHAT IS A PLANT OPERATIVE?

Plant Operatives operate one or more items of plant on site safely and efficiently such as earthmoving equipment, material handlers, cranes, etc. Their role is a safety critical one as they usually work within a team who may be in close proximity to the machine and are responsible for others' safety.

SPOTLIGHT ON

ROKSANA PRZYBYLSKA

PLANT OPERATIVE OF THE YEAR 2023

Roksana Przybylska of L Lynch Plant Hire & Haulage won the Plant Operative of the Year Award for 2023.

Before Roksana joined Lynch, she was struggling to get into the industry and grow her skills. She already had her ticket for operating 360 excavators, but had no experience on site. Such was her passion for getting into the sector that she self-funded her 360 excavator course and considered it a Christmas present to herself!

The Lynch team recognised Roksana's passion and determination to succeed and she was offered a place on the company's 'Careers in Plant' training programme. She jumped at the chance and hasn't looked back since. With further training on ADT's, dumpers and rollers to gain more site experience, she has done fantastically well, progressing onto the 360 excavator with superb feedback from both customers and the Lynch training team.

Roksana has already established an excellent reputation for herself and customers often ask for her by name. She has gained valuable experience working on one of the biggest infrastructure projects in Europe, making her mark with great pride and passion in her work. She is considered to be a very safe, observant and considerate plant operator by many. She always turns up to work with a smile on her face and a positive mindset.

She said: *"I absolutely love my job - I'm living my dream! Seeing how far I have come and the skills I have gained has only made me more determined to see how far I can go. My attitude and having the right work ethic is what got me here, and my ambition and determination are what will take me further than I thought possible. I'm at a really exciting point in my career right now.*

"I have already had the opportunity to work on some fantastic projects where I am helping to build the future. I continue to grow daily both personally and



professionally and hope one day to be the reason someone else finds this amazing career path."

Roksana is considered by many to be a great advocate for women in construction and a positive role model to others. Although plant operating is traditionally male dominated, she is showing there are brilliant career opportunities in our sector for women.

She told us: *"Construction can be a challenging environment, especially for females, but I believe I can be a force for good and my career can be an example of what women in construction can achieve. I am always looking to further my learning and expand my experience on different types of plant, and I feel I am an ambassador for the machine I am driving and the company I represent. Hard work and perseverance pay off when you put your mind to it."*

So what's next for Roksana? With her positive and driven outlook, she is absolutely determined to continue learning and developing her skills to become the all-round operator. Lynch consider she has a very bright future ahead of her and one of the options she is considering is becoming a trainer further down the line.



YOUNG PLANT OPERATIVE OF THE YEAR AWARD

AWARD SPONSORS



For 2023, we introduced a new awards category for Young Plant Operative of the Year, in addition to the well-established Plant Operative of the Year.

There were joint winners - Chloe Jones of Flannery Plant Hire and Harnoorpreet Singh Gill of L Lynch Plant Hire & Haulage. As part of their prize, Chloe and Harnoorpreet carried out a CPCS training course for the category of 180 Degree Excavator at ACOP Group's training facility in Wales, with overnight accommodation provided.

The prize also includes a VIP experience at JCB's World HQ in Staffordshire, including lunch served in the VIP Hospitality Suite, a Backhoe Loader Dig Experience at the JCB Demonstration Centre and an overnight stay at the exclusive JCB Golf and Country Club.



Huge congratulations to the winners of the Young Plant Operative of the Year Award for 2023:

CHLOE JONES

Flannery Plant Hire

HARNOORPREET SINGH GILL

L Lynch Plant Hire & Haulage

Photograph (Pictured from left to right): Merrill Lynch of L Lynch Plant Hire & Haulage, Chloe Jones, the CPA's Stu McInroy, Harnoorpreet Singh Gill and Siôn Morgan Jones of ACOP Group



Chloe and Harnoorpreet during their training course at ACOP Group

SPOTLIGHT ON

CHLOE JONES

YOUNG PLANT OPERATIVE OF THE YEAR 2023

Chloe Jones of Flannery Plant Hire was announced as the Joint Winner of the inaugural Young Plant Operative of the Year Award.

When Chloe finished school, she originally set her sights on becoming a Veterinary Nurse, but this didn't go to plan and she was in and out of different jobs until COVID hit. Chloe's Dad has worked at Flannery Plant Hire for the past 10 years as a Plant Operator, and it was he who encouraged Chloe to go for a Plant Operative Apprenticeship position. Since Chloe secured an apprenticeship at Flannery, she hasn't looked back since.

She told us: "It was my Dad who inspired me to start my apprenticeship as he always said how well I'd do in this career. I had it in the back of my mind, but I was unsure about working in such a male dominated industry. I'm really glad that I went for it - I'm loving the experience!"

"There's such a huge variety of machines, and I really like being on the ground and learning about how each machine works. There are so many skills that I've learnt so far, such as how to communicate across different areas of the business and how to work well in a team. Even though you're often isolated in the machine, there's still a team working around you so we need to collaborate to ensure that everybody goes home safely to their families and that we're doing the job to the best possible standard."

Chloe's preferred machines are 360 excavators and telehandlers, and despite only working at Flannery for just over two years, she's had the opportunity to work on high profile projects such as HS2 and for clients including Balfour Beatty and the Environment Agency.

Chloe has already become a highly valued member of the Flannery team, showing great understanding of how sites operate and demonstrating incredible control of the plant she is in charge of. She's also inspiring others to enter the industry, having taken part in events such



"THE TRAINING COURSE AT ACOP GROUP WAS AMAZING!"

as Flannery's Women in Construction day, where she spoke to the women in attendance and shared her experiences to show that construction is a great sector to work in.

As part of her prize for winning the Young Plant Operative of the Year accolade, Chloe recently completed a week-long training course at ACOP Group's training facility in Wales with fellow joint winner Harnoorpreet Singh Gill to secure her ticket for operating 180 excavators.

She said: "The training course at ACOP Group was amazing! Siôn Morgan Jones and the team at ACOP Group really looked after us and the facilities were excellent. It was intense but so rewarding."

"You don't see many women working in our industry so it meant such a lot to win the award. All my colleagues were really rooting for me and I received so many messages of congratulation and support when I won."

"I'm looking forward to growing my skills on plant and getting more tickets in time. One day it might be possible for me to progress to a Plant Manager, but I'm really happy with where I am."

SPOTLIGHT ON

HARNOORPREET SINGH GILL

YOUNG PLANT OPERATIVE OF THE YEAR 2023

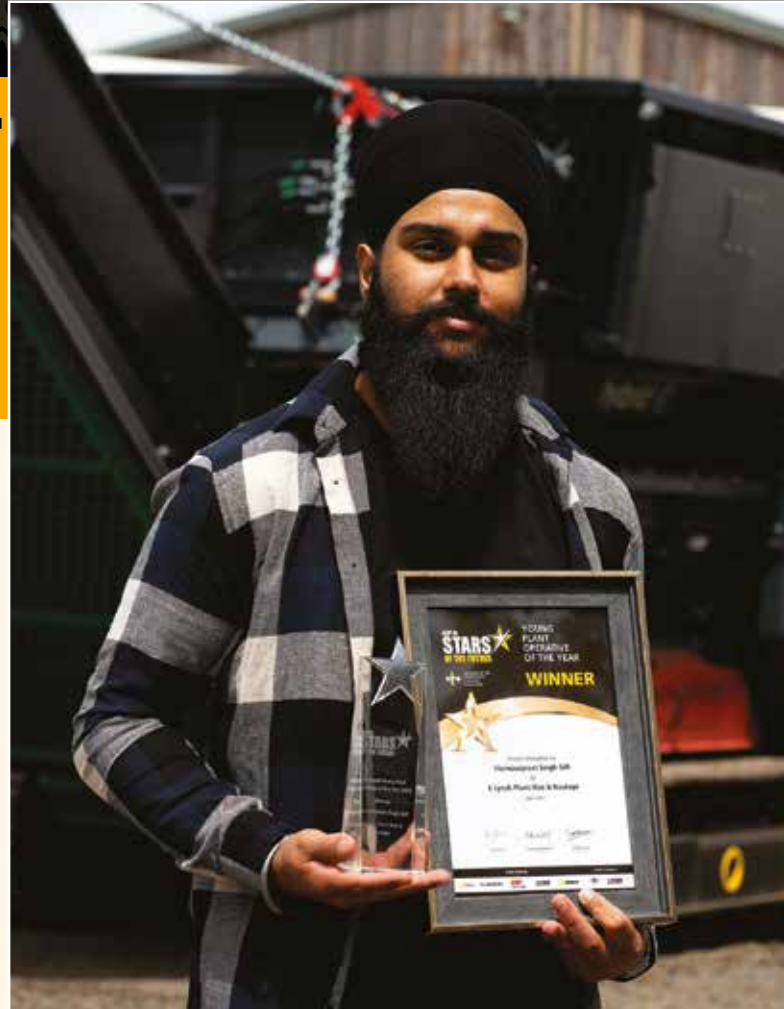
Harnoorpreet Singh Gill of L Lynch Plant Hire & Haulage was Joint Winner of the Young Plant Operative of the Year Award.

When he was 18, Harnoorpreet first started his working life in a labouring job but whenever he saw plant machinery out on site, he always wanted to learn how to drive it, especially as plant operating runs in his family. Harnoorpreet's Dad has worked as a Plant Operative at Lynch for several years, so when a vacancy came up for a Plant Operative Apprenticeship at the company, Harnoorpreet grabbed the opportunity with both hands.

As part of his apprenticeship, Harnoorpreet learnt how to operate several different types of plant machinery and he also spent three months living out near the National Construction College's Bircham Newton site during his training. This allowed him to develop a real passion for construction plant and he's now working on one of HS2's biggest sites, helping to assemble the London tunnels. It is anticipated that Harnoorpreet will continue working on the site in West Ruislip for the next two to three years.

Harnoorpreet has been praised by his colleagues and customers alike for being highly reliable, safe, steady and efficient. When he first started his apprenticeship, he was said to be very quiet and shy, but he has come out of his shell, growing into a very capable operator, spending most of his time on telehandlers - one of the busiest machines out on site. With such skill and effortless knowledge already developed, his colleagues say it is hard to believe that Harnoorpreet is just 21 years old.

Harnoorpreet told us: *"I really like to challenge myself and become better at what I do. Carrying out my Plant Operative Apprenticeship has allowed me to go out of my comfort zone and become a more confident person. I've learnt so many skills during my training from those who have been in the industry for*



"CARRYING OUT MY PLANT OPERATIVE APPRENTICESHIP HAS ALLOWED ME TO GO OUT OF MY COMFORT ZONE AND BECOME A MORE CONFIDENT PERSON."

a long period of time, and their insights and advice have helped me navigate challenges and achieve my goals.

"I want to do the best for myself and my family, and seeing my Dad who also works for Lynch, motivates me to do the best that I can. I have many ambitions in this sector - I eventually want to learn to drive other machines and maybe even cranes. I've always been fascinated about how these machines work and how big they can get."

As part of winning the Young Plant Operative of the Year accolade, Harnoorpreet had the chance to develop his plant operating skills even further by completing a week-long training course at ACOP Group's training facility in Wales with fellow joint winner Chloe Jones to secure his ticket for operating 180 excavators.



**“IT IS FIRMLY ESTABLISHED AS THE
CONSTRUCTION PLANT SECTOR’S
PREMIER EVENT FOR RECOGNISING
AND REWARDING THE SKILLS
AND CALIBRE OF THE INDUSTRY’S
APPRENTICES AND TRAINEES.”**



PLANT INSTALLER OF THE YEAR AWARD

AWARD SPONSOR



We would like to congratulate the candidates who were nominated for the Plant Installer of the Year Award. The winner – Spencer Bond of Wolffkran – received a voucher to spend £500 on Snap-on equipment.

PLANT INSTALLER OF THE YEAR – NOMINEES

Spencer Bond	Wolffkran	WINNER
Lewis Greenall-Holloway	L Lynch Plant Hire & Haulage	Highly Commended
Danny Walden	L Lynch Plant Hire & Haulage	Finalist



HIGHLY COMMENDED

A Highly Commended accolade was awarded to:

LEWIS GREENALL-HOLLOWAY
L Lynch Plant Hire & Haulage



WINNER

Huge congratulations to the winner of the Plant Installer of the Year Award for 2023:

SPENCER BOND
Wolffkran

Photographs: Lewis and Spencer are pictured with Stu McInroy, Chief Executive of the CPA



WHAT IS A PLANT INSTALLER?

Plant Installers assemble, commission and disassemble large items of plant such as cranes, hoists, tunnelling equipment, material processing equipment, etc. which are stored and transported in component form and built up and disassembled on site.

SPOTLIGHT ON

SPENCER BOND

PLANT INSTALLER OF THE YEAR 2023

Spencer Bond of Wolffkran was the winner of the Plant Installer of the Year accolade.

Aged 31, Spencer is relatively new to the industry, with a background in production management. Previously he had office based jobs, but he was keen to broaden his horizons and originally applied to become a Driver at Wolffkran. At the interview stage, management at Wolffkran immediately spotted that he had potential and asked if he would be interested in a position involving the erection and dismantling of cranes instead.

Spencer jumped at the chance and has never looked back since, naturally adapting to his new career path with a determination to succeed. He's been involved in prestigious contracts all around the UK - in Manchester, Birmingham and London - and has even worked on a contract in Amsterdam installing and removing tower cranes, changing hoist ropes, jib extensions and other tower crane maintenance.

Spencer's initial training was completed in the Wolffkran yard in Sheffield which included basic component recognition, condition and safe use of components, tool training, harness training, working and rescue at height. He progressed well from his initial training programme to external operational roles, growing into a highly efficient and confident crane erector.

He told us: *"Coming into this industry has given me a chance to reinvent myself. I was ready for the challenge and my job is so varied. You need to use problem solving skills on a daily basis and it's great that I've been able to travel to the continent with my job, even though I've only been with Wolffkran for a year."*

Spencer's peers have said that he is a 'natural leader' with a bright future ahead of him and the potential to grow into a Lead Erector before moving into an Erector Supervisor role given time. Said to be 'one of the very best trainees', he already has set his sights on these roles, which are said to be more than achievable given his drive and potential.



"I'VE GOT SOME GOOD PEOPLE AROUND ME AT WOLFFKRAN AND WITHOUT MY MENTORS, I WOULDN'T HAVE BEEN ABLE TO ACHIEVE SUCH AN AWARD."

Nevertheless, Spencer was still shocked but pleasantly surprised when he was announced as the winner of Plant Installer of the Year accolade at the Stars of the Future awards ceremony.

He told us: *"It was a really proud moment for me. I was just so pleased just to be nominated, and to win it was the icing on the cake. It means so much that I am gaining approval from my colleagues and my mentors. I've got some good people around me at Wolffkran and without my mentors, I wouldn't have been able to achieve such an award."*

As part of his prize, Spencer received Snap-on equipment and he chose a socket set which he says is proving very handy, being used on a daily basis.

He said: *"I've still got a lot to learn in this industry but I want to keep learning my craft and keep pushing to see how far I can take it."*



LIFTING TECHNICIAN OF THE YEAR AWARD

AWARD SPONSORS

LIEBHERR



We would like to congratulate the candidates who were nominated for the Lifting Technician of the Year Award. The winner - Lee Tanner of Wolffkran - is travelling to Germany, courtesy of Liebherr, to visit Liebherr's crane manufacturing plant in Ehingen. Accommodation and flights are being provided as part of the prize.

LIFTING TECHNICIAN OF THE YEAR – NOMINEES

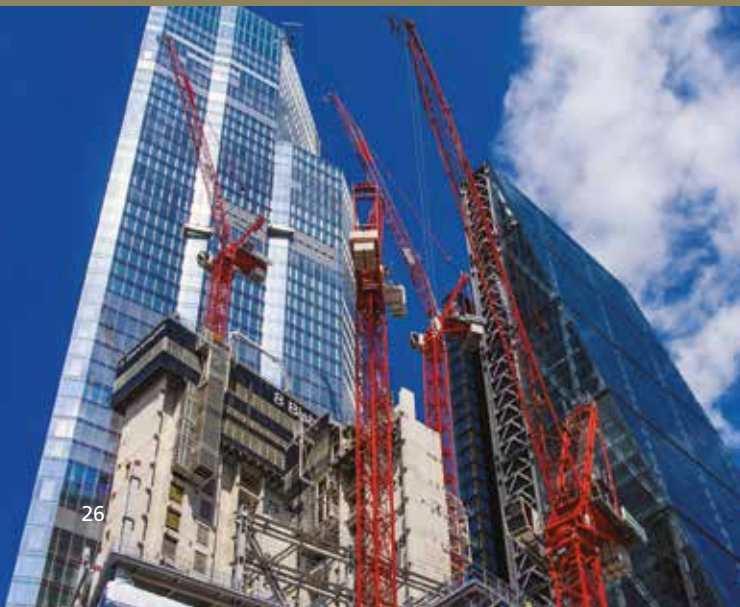
Lee Tanner	Wolffkran	WINNER
Jonny Allison	Sunbelt Rentals	Finalist



Huge congratulations to the winner of the Lifting Technician of the Year for 2023:

LEE TANNER
Wolffkran

Photograph (Pictured from left to right): Arran Willis of Liebherr, Lee Tanner, Dave Shooter of Bowmer & Kirkland and the CPA's Stu McInroy



WHAT IS A LIFTING TECHNICIAN?

A Lifting Technician is someone who has the responsibility to set up and operate, to a high standard, either a tower, wheeled or crawler crane to lift and place materials and equipment to designated work areas on a construction site. They need to interpret and comply with given lift plan information and work in close proximity with the lifting team to carry out the lifting activities as well as undertaking slinger/signaller duties.

SPOTLIGHT ON

LEE TANNER

LIFTING TECHNICIAN OF THE YEAR 2023

Lee Tanner, 22, of Wolffkran was the winner of the Lifting Technician of the Year Award for 2023 and as part of his prize, he gets the opportunity to visit Liebherr's crane manufacturing plant in Ehingen, Germany.

Prior to starting his Lifting Technician Apprenticeship, Lee tried his hand at carpentry for two years but found it wasn't for him. Lee and his family have strong ties with the lifting and crane world, with three generations of Tower Crane Operators in the Tanner family. Lee's Grandad, Dad and Brother have all either worked or are currently working for Wolffkran.

Lee told us: *"With my family links to the industry, I feel like the apprenticeship chose me! I was excited to get started and I've found that it's a great opportunity and career to get into. I've been able to work on different sites across London and I love meeting new people from different cultures, and seeing the traditions they abide by."*

Lee's Star of the Future nomination from his employer Wolffkran focused on his strong work ethic. After four years in the industry and carrying out his training at CITB's National Construction College in Bircham Newton, Lee now faces more challenging lifting in the working environment, ranging from erecting steel, formwork panels, pouring of concrete and working in restricted areas to name a few.

He has proven to remain calm and able to operate safely with great control. Lee's working day starts at 8am and finishes at 6pm, completing basic, intermediate and complex lifts throughout the day.

Lee said: *"The most valuable thing I've learnt from my apprenticeship is to remain disciplined. To get up every day early and show up on time and perform to the best of your abilities. No matter how difficult or tough the day is or can be - remain level headed and calm, and always remain consistent."*



"I'M SUPER EXCITED TO GO AND SEE THE LIEBHERR FACILITY IN GERMANY. I REALLY DIDN'T THINK THAT I WOULD GET TO SEE IT IN MY LIFETIME."

Even though Lee has received praise from his employer and the sites he has been working on, winning the accolade of Lifting Technician of the Year was still a massive surprise.

"At first I didn't even realise I was in the running, so to actually win the award was a shock. It was a great feeling that many of us don't get too often! I felt overwhelmed at first, but it's driven me to push on to achieve even more. It's shown me the ceiling really is limitless. I'm super excited to go and see the Liebherr facility in Germany. I really didn't think that I would get to see it in my lifetime."

So what's next on the cards for Lee? He tells us that he's going to strive as far as he can go possibly go with Wolffkran and to continue to give 100% effort so he can reap the rewards.



APPRENTICE MENTOR OF THE YEAR AWARD

AWARD SPONSOR



Apprentice Mentor of the Year was a new awards category for 2023. This new award was introduced by CPA this year because many past category nominees acknowledged the important role that their workplace mentors had in helping them get both through their apprenticeship and for being nominated.

On receiving the nominations for the mentor category, the judges were amazed by the quality of every entry and the high calibre of those that had been nominated by the employer. As each of the nominated mentors either worked directly with an apprentice or had a wider company role, we therefore took the decision in this first year to sub divide this category into two sub-awards - Individual Apprentice Mentor and Group Apprentice Mentor - to give all of the nominees the recognition they deserve. Both winners received a £250 Amazon voucher.

APPRENTICE MENTOR OF THE YEAR - NOMINEES

Dean Duru	Boels Rental	WINNER - Individual Apprentice Mentor of the Year
Gez Bonner	L Lynch Plant Hire & Haulage	WINNER - Group Apprentice Mentor of the Year
Anthony Marriott	GAP Group	Finalist
Daniel Neal	Marubeni-Komatsu	Finalist
Daniel Vogt	Vp Brandon Hire Station	Finalist
David Farish	Sunbelt Rentals	Finalist
Eamonn McGrath	Phoenix Hire & Sales	Finalist
Liam Hills	Flannery Plant Hire	Finalist
Maria Davis	Sunbelt Rentals	Finalist



Huge congratulations to the winner of the Individual Apprentice Mentor of the Year Award for 2023:

DEAN DURU
Boels Rental

Huge congratulations to the winner of the Group Apprentice Mentor of the Year Award for 2023:

GEZ BONNER
L Lynch Plant Hire & Haulage

Photograph: Award accepted on Dean's behalf. Merrill Lynch of L Lynch Plant Hire & Haulage (left) and the CPA's Stu McInroy (right)

Photograph (from left to right): Merrill Lynch of L Lynch Plant Hire & Haulage, Gez Bonner and the CPA's Stu McInroy

SPOTLIGHT ON

DEAN DURU

INDIVIDUAL APPRENTICE MENTOR OF THE YEAR 2023

Dean Duru of Boels Rental was declared the Individual Apprentice Mentor of the Year for 2023.

Unfortunately, Dean wasn't able to attend the Stars of the Future awards ceremony, as his wife had a major operation on the same day as the awards, but he was delighted when he received a phone call to tell him that he was an award winner.

With over 25 years' experience in the plant-hire industry, Dean is a Senior Plant Fitter who has worked for many of the leading names in the sector, including HSS, Speedy, Sunbelt Rentals and Boels Rental. The Stars of the Future judges were keen to recognise Dean for all the extra effort he makes in apprentice mentoring, in addition to his own very busy role as a Plant Fitter.

Most recently, Dean has been mentoring a Plant Technician Apprentice with ADHD who he works alongside in the Dartford depot. The apprentice concerned struggled remembering things and dealing with too many tasks at once made him feel overwhelmed and anxious.

Dean recognised it was vital that he empathised with the apprentice in the right way and built trust between them, so he could help develop him and teach him the skills and knowledge he needs to succeed. Dean also went over and above by completing an ADHD course in his own time to learn more about it, as well as contacting Boels' Employee Assistance Programme for additional management support. Dean also worked closely with the College Skills Coach to ensure he aligned the apprentice's work duties with the college delivery plan, making learning as easy as possible.

Dean put several adjustments and measures in place to support the apprentice with his learning such as signs, coloured notes and additional handouts to support him as much as possible. He also created checklists to break down each task and support the apprentice in remembering every step of a task in



“MENTORING APPRENTICES IS A REALLY REWARDING JOB AND IT'S SO NICE WHEN YOU SEE THE APPRENTICES DOING WELL.”

hand. This is just one of the many small but significant practices that Dean instigated on his own initiative to help foster an excellent relationship with the apprentice concerned.

This approach has paid dividends as the apprentice's confidence has grown significantly, which is largely down to the caring and attentive way that Dean has supported him. Dean regularly speaks to the apprentice on the phone out of hours whilst he is on block release at college to ask how things are going, or to support him with college assignment questions.

When we caught up with Dean, he told us: *“When I found out that I had won the Individual Apprentice Mentor of the Year Award, I was really surprised. I didn't expect to win it!*

“Mentoring apprentices is a really rewarding job and it's so nice when you see the apprentices doing well. I felt it was important to learn more about ADHD and this helped me support the apprentice in the right way.”



“THE AWARD WINNERS RECEIVED SOME FABULOUS PRIZES, INCLUDING TOOL KITS, TRAINING COURSES, IPADS AND AN OVERSEAS TRIP TO VISIT A CRANE MANUFACTURING PLANT IN GERMANY.”

SPOTLIGHT ON

GEZ BONNER

GROUP APPRENTICE MENTOR OF THE YEAR 2023

Gez Bonner of L Lynch Plant Hire & Haulage was the winner of the first ever Group Apprentice Mentor of the Year Award at Stars of the Future.

Having worked in the construction industry for over 30 years, Gez is a popular figure known to many in the sector. He actually started out training as a Foreman alongside his Brothers and Dad who took him under their wing. He joined Lynch back in 2002, working as a Foreman and then a Plant Operative, before becoming a CPCS Trainer and NVQ Assessor. He is now the National Training Manager at Lynch, leading a team of eight qualified Trainers and responsible for training and mentoring hundreds of apprentices over the years.

Gez is widely recognised for his sheer passion and enthusiasm in mentoring apprentices, nurturing and supporting them through their training journey. He is dedicated to bringing new apprentices into the industry, as well as upskilling existing operators - 'going from good to great' as he says. He is constantly raising the bar and has successfully developed new and unique training programmes not only just for Lynch's workforce, but the whole industry, with a 'safety first' mindset from the outset.

He told us: *"Many of our apprentices join us with little or no knowledge of construction or plant machinery, and for them to know someone is there having their back and understanding what it's like to come through the ranks in our industry is massive in their growth and confidence. I see potential in all our apprentices and I can only hope that providing them with this level of support will help us to tap into that potential, and together we can achieve great things."*

"I was lucky enough to have my Brothers and my Dad to take me under their wings when I joined construction around 1990. Things have changed now in our industry - for the better may I add - and it can be a very difficult job at times. I am very passionate and enthusiastic about being there for the apprentices and providing them with the same level of care and

"MY PASSION IS WORKING WITH THE FUTURE OF CONSTRUCTION."



support that I was lucky enough to have from my family.

"My passion is working with the future of construction, encouraging these individuals to progress their skill set to carve a long career in our thriving industry. I hope they see my commitment and enthusiasm in their progression on plant and know that I want nothing more than being their go to guy for anything they need. Even just for a chat and catch up. That's what I want to be - the person they know they can call anytime."

Gez has received high praise from many of his colleagues and apprentices who he has mentored. One of them told us that Gez is 'simply the most enthusiastic, caring mentor with pure passion running through his veins.' He has mentored several apprentices who are now leading members of the team at Lynch.

When we caught up with Gez at the Stars of the Future awards, he told us he was absolutely thrilled to receive the Group Apprentice Mentor of the Year accolade. He said: *"I've been involved in Lynch's Stars of the Future nominations for the last five years, behind the scenes helping put together the nomination forms on behalf of our apprentices, so it was nice to be recognised for something that I thoroughly enjoy."*



COLLEGE OF THE YEAR AWARD

AWARD SPONSOR

PLANT PLANET

The colleges who nominated multiple apprentices for Plant Mechanic of the Year and Plant Technician of the Year were shortlisted for this award. The College of the Year Award recognises the FE college which is deemed to have best supported the Stars of the Future awards programme through the quality of their nomination information and high level of engagement throughout the nomination process.

The winning training provider - Myerscough College - received a voucher to spend £500 on Snap-on equipment.

COLLEGE OF THE YEAR - NOMINEES

Myerscough College	WINNER
Askham Bryan College	Highly Commended
Bridgend College	Finalist
NSCG Stafford College	Finalist
National Construction College (NCC) East	Finalist
National Construction College (NCC) Scotland	Finalist
Reaseheath College	Finalist
Wiltshire College & University Centre	Finalist



HIGHLY COMMENDED

A Highly Commended accolade was awarded to:

**ASKHAM
BRYAN
COLLEGE**

Photographs: Representatives from Askham Bryan College and Myerscough College are pictured with Darren Shelton of Plant Planet (left) and the CPA's Stu McInroy (right)



WINNER

MYERSCOUGH COLLEGE



WINNER

Huge congratulations to the winner of the College of the Year for 2023: **MYERSCOUGH COLLEGE**



Myerscough College
INSPIRING EXCELLENCE



BEST PERSONAL STATEMENT AWARD

AWARD SPONSOR

WOLFFKRAN

In support of nominations for a Star of the Future Award, all nominees had the opportunity to submit a short video clip or a written statement.

This award is given to the nominee who provided the most inspiring, enthusiastic, genuine and well conveyed personal statement about their journey on their apprenticeship, what it means to them and what they hope to achieve. The judges were very impressed to see some exceptional personal statements submitted this year. The vast majority of candidates sent in a video statement for the 2023 awards. As part of her prize, the winner of the Best Personal Statement for 2023 – Shannon Bristow of Speedy Services – won a voucher to spend £500 on Snap-on equipment.



Huge congratulations to the winner of the Best Personal Statement Award for 2023:

SHANNON BRISTOW

Speedy Services

Askham Bryan College

Photograph (left to right): Richard Coughtrey of Wolffkran, Shannon Bristow and the CPA's Stu McInroy

SPOTLIGHT ON

SHANNON BRISTOW

WINNER OF THE BEST PERSONAL STATEMENT AWARD 2023

Plant Maintenance Apprentice Shannon Bristow of Speedy Services was declared winner of the Best Personal Statement Award 2023, in recognition of her extremely well-conveyed and authentic video statement.

In the video clip that she submitted as part of her nomination, Shannon talked through her journey in the plant-hire sector so far and the judges were particularly impressed with Shannon's ambitions to go into the mechanical side of hydrogen machinery.

Before joining Speedy Services, Shannon, 23, worked in customer service roles across various companies. She has now worked for Speedy for two years and first saw the job role advertised some six years ago.

She told us: *"When I first saw the job role advertised, I had to pass up the role due to my circumstances at the time. Later, I regretted not taking the job as I really felt like I had missed a life altering opportunity. I continued looking into the industry, but was unsure I'd get another opportunity. Luckily I did, so I was over the moon when I got the chance to learn on plant."*

Shannon's role involves diagnosing faults on plant machinery and repairing and maintaining it so that it's safe and ready to go out on hire. She feels a real sense of achievement in going through the fault finding process and fixing machinery so it is ready for use by customers. As part of her apprenticeship, Shannon attends Askham Bryan College and her tutors have described her as a 'shining example of female apprentices in the industry' with the ability to take other learners under her wing.

She has also received high praise from her employer, being described as 'one of the nicest people you'd ever wish to meet, with the skill to fit in with all different age groups and treat them with the respect they deserve'.

Nevertheless, Shannon was still surprised to win a Star of the Future Award. She told us: *"I didn't expect to win, so much so that I actually went to the bathroom just*



"AS A RESULT OF WINNING THE CPA AWARD, A COUPLE OF OPPORTUNITIES HAVE OPENED UP IN MY CAREER PATH."

before my name was announced as the winner! It feels really good knowing that I'm doing well in my work. My appreciation for my mentor Ed and others who have helped me has doubled because of it.

"As a result of winning the CPA award, a couple of opportunities have opened up in my career path and Ed is especially pleased that I've made such a high level of achievement in a male dominant industry. The Snap-on tools that I won as part of my prize have proved useful in my daily work."

Shannon encourages anyone interested in the industry to try and find a role for them. She told us: *"If you get the opportunity go for it and keep trying to go for what you want to do. Try to learn and take on as much as you can as it will help you throughout your career. But no matter how much you know, there are always more things to learn in this industry."*



JUDGES' SPECIAL AWARD

AWARD SPONSOR



This award is for a nominee who the judges feel deserves special recognition of some form or another. This could be a candidate who has for example, overcome some form of adversity or who has shown particular initiative, achievement, progression, enthusiasm or a life-altering decision to enter the sector.

The judges chose Sean Palmer of Gorrel Equipment Solutions as winner of this year's Judges' Special Award. He received a voucher to spend £500 on Snap-on equipment.



A Highly Commended accolade was awarded to:

**HARRISON
YEOMAN**

Boels Rental
Reaseheath College



Huge congratulations to the winner of the Judges' Special Award for 2023:

**SEAN
PALMER**

Gorrel Equipment Solutions
Bridgend College

Photographs: Harrison and Sean are pictured with Kirsty Archbold-Laming of Southern Hoist Services and the CPA's Stu McInroy

SPOTLIGHT ON

SEAN PALMER

WINNER OF THE JUDGES' SPECIAL AWARD 2023

Plant Technician Apprentice Sean Palmer of Gorrel Equipment Solutions was this year's winner of the Judges' Special Award.

Sean, 22, of Bristol, didn't have the easiest of starts in the industry. He was originally a Truck Mechanic Apprentice but his contract was ended prematurely before the completion of his apprenticeship. This didn't deter him though - he knocked on the door at Gorrel Equipment Solutions one evening and asked if they were looking for any apprentices.

At the time, Gorrel weren't actively recruiting any apprentices but this didn't deter Sean by any means. He offered to do a week's work experience for free in the Gorrel workshop to see what they thought of him. Sean's offer was accepted and he was asked to come in at 7am. Low and behold, Sean was waiting in the car park at 6.30am. Sean made such an impression that he was offered a job by the end of the week!

Sean has since thrived at Gorrel, despite taking a leading caring and support role for his family. His employer has described him as a 'tremendous young man' and his lecturers at Bridgend College are equally impressed. Sean has been described as the 'most committed, dedicated and motivated apprentice' that his lecturer has worked with over the past 20 years.

The Stars of the Future judges were blown away with Sean's tenacity despite the difficulties that he has faced. Kirsty Archbold-Laming, Director of Southern Hoist Services and sponsor of the Judges' Special Award, said: "Sean was one of the stand-out candidates this year. He's exceptional and he'll go a long way in our industry."

Sean's role at Gorrel Equipment Solutions involves servicing and repairing equipment so it is ready for hire, and he has recently been given more responsibility whereby he is going out on the road carrying out repairs on-site.

When we caught up with Sean, he told us: *"I love working on the tools - it's like working on big kids*



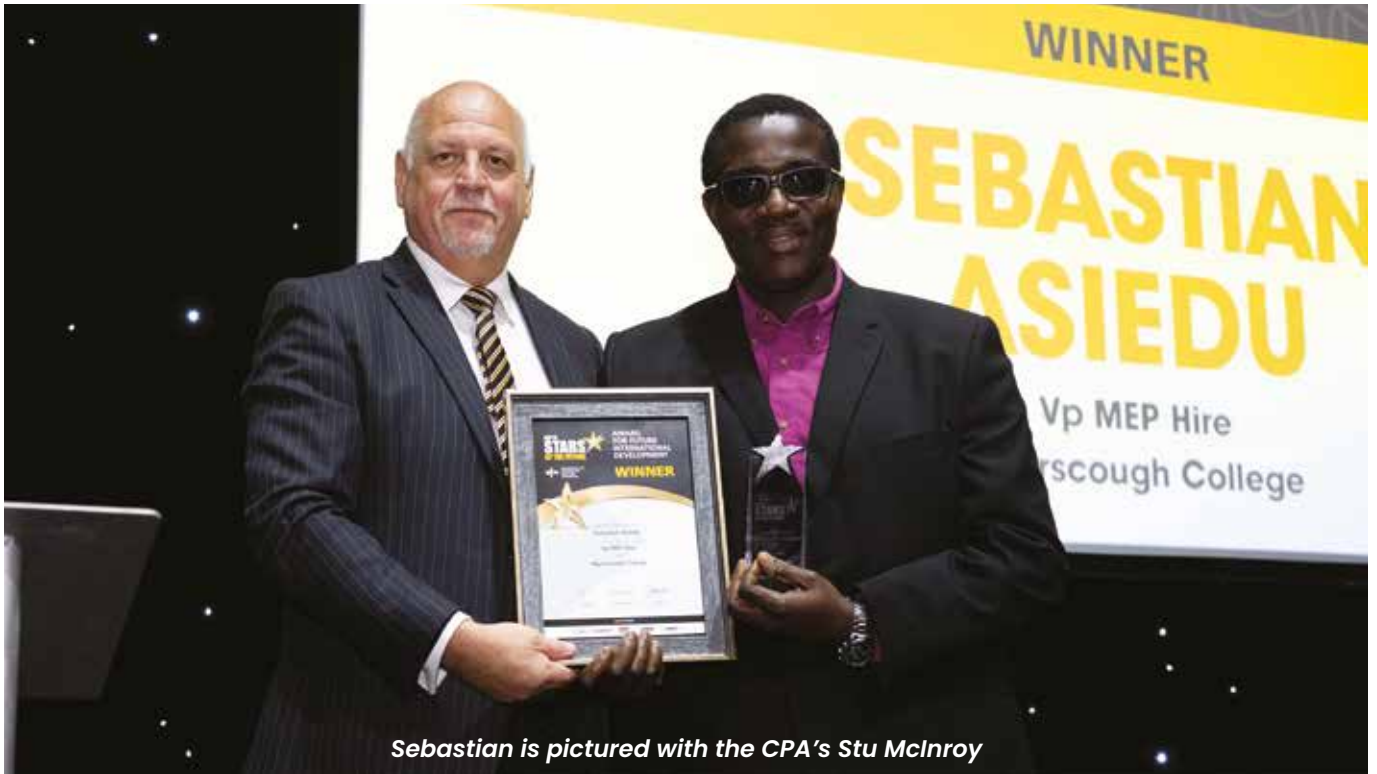
"THE JOB CAN BE DIRTY AND HARD WORK, BUT I TAKE REAL PRIDE IN FIXING EQUIPMENT AND HAVING HAPPY CUSTOMERS."

toys really. Even though I had a difficult start in the industry, it's important to never be disheartened and to do everything to the best of your ability.

"I've really landed on my feet at Gorrel Equipment Solutions. They're a lovely team and there's a great family atmosphere. The job can be dirty and hard work, but I take real pride in fixing equipment and having happy customers."

Sean is now working towards becoming an On-Site Engineer and he hopes to secure a management role in the future. He told us he was shocked when his name was announced as the winner of the Judges' Special Award.

"To be honest, I never thought I would win anything and it was a huge shock. My family were really proud and my colleagues were so happy for me. The Snap-on tools that I won were great and they are definitely coming in handy - the nice shininess will come off soon! My advice to anyone thinking about entering the industry is just to go for it as it can be really rewarding," he said.



Sebastian is pictured with the CPA's Stu McInroy

SPECIAL AWARDS

An Award for Future International Development was presented to Sebastian Asiedu of Vp MEP Hire and Myerscough College. The judges were highly impressed by Sebastian's aspiration to take the skills and knowledge being learnt during his apprenticeship and take them back to his homeland in order to teach and motivate others.



“THE CPA CONTINUES TO TAKE A **CRUCIAL** ROLE IN **LEADING, CO-ORDINATING** AND **SUPPORTING** WORK ON **DEVELOPING** NEW APPRENTICESHIPS FOR OUR SECTOR.”

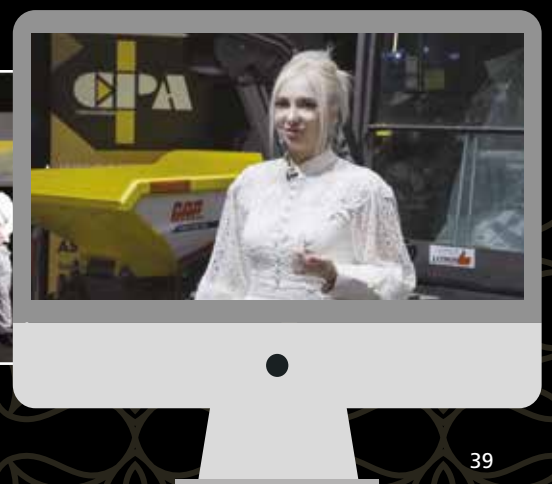


HAVE YOU GOT STAR APPRENTICES OR TRAINEES IN YOUR ORGANISATION?



Nominate them for a Star of the Future Award in 2024.

Nomination forms will be available on the CPA website at www.cpa.uk.net from January 2024.





Construction Plant-hire Association

27/28 Newbury Street
Barbican
London
EC1A 7HU

Telephone: 020 7796 3366

Email: enquiries@cpa.uk.net

Web: www.cpa.uk.net

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