

PROFESSIONAL *development*

The unique funeral training scheme with NAFD qualifications at its heart

A unique training programme, which results in nationally recognised qualifications - including the NAFD Diploma in Funeral Arranging & Administration (DipFAA), NAFD Diploma in Funeral Directing (DipFD) and First Aid at Work - as well as membership of both the British Institute of Embalmers (BIE) and the Institute of Advanced Motorists, plus a fixer licence from the National Association of Memorial Masons, has marked a special milestone with a major new advertising campaign to 450 schools and colleges across the Midlands, South Yorkshire and Derbyshire.

The four-year residential training course, operated by Nottingham-based A.W. Lymn The Family Funeral Service, is marking the twentieth anniversary of the scheme with a new campaign, applications for which closed in December, with the aim of securing two new candidates to join the business in September 2020.

Even the application process and selection procedure mark the programme out as something very different, with shortlisted candidates spending a week, during Easter 2020, undertaking work experience with the firm to help both the candidate and the business decide if they are compatible. The two successful candidates will be chosen in August 2020 and will be offered not only a place on the programme, but an en-suite room in the central Nottingham apartments made available to the trainees throughout the course.

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FUTURE TRAINEES, WHETHER THEY MAKE THEIR CAREER WITH A.W. LYMN OR MOVE ON, WILL GAIN A THOROUGH AND COMPREHENSIVE UNDERSTANDING OF THE FUNERAL PROFESSION WHICH, IN TURN, WILL ENABLE US TO SERVE BEREAVED FAMILIES TO THE HIGH STANDARD THEY DESERVE.

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A.W. LYMN
The Family Funeral Service

Training Programme

- Industry leading four year residential training course resulting in nationally recognised achievements
- Diploma in Funeral Administration & Arranging (DipFAA)
- Diploma in Funeral Directing (DipFD)
- British Institute of Embalmers (MBIE) Membership
- National Association of Memorial Masons Fixer Licence
- Institute of Advanced Motorists Membership
- Emergency First Aid at work qualification
- Training costs fully funded by A.W. Lymn
- En-Suite flat accommodation in central Nottingham
- The average graduate in the UK from a three-year degree carries more than £50,000 of debt (source: Financial Times). Our students can graduate with none.

Serving Nottinghamshire & South Derbyshire
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"Our family serving your family since 1907"

The chosen trainees will work in every department within A.W. Lymn, from the mortuary and funeral homes to the floristry, fleet and monumental masonry departments, as well as studying for a wide range of qualifications that will ensure they emerge as well trained and highly-experienced

funeral directors. In return for their accommodation, the trainees organise a rota to ensure one of them is on-call at all times in the evening and at weekends, in case they are needed to assist families. This also helps them to understand the commitment the funeral sector commands.



▲ Pete Clarson

Pete Clarson, who joined A.W. Lymn in 2016 and was appointed the firm's first non family-member Company Director in 2019, is responsible for the programme and is the mastermind behind the new recruitment campaign. He said: "We are looking for strong candidates that will go the distance and then join the business on a permanent basis - but we accept that not everyone will make it all the way through. Some may discover that it's not for them. Others might decide to join another funeral firm. But we see those risks as outweighed by the significant positive benefits of the programme."

"Ideally, we will have a shortlist of 10 to 15 candidates for interview from the applications we receive. They will need to demonstrate a genuine interest in, and aptitude for, funeral directing and a good understanding of what the job entails. There will also be some academic criteria, but those are less important than the right aptitude and attitude. The work experience week will then enable us to get to know them, and they us, to ensure the decision feels right on both sides."

"It is a very comprehensive training programme and, at a time when many students emerge from university with huge amounts of debt, it gives them a chance to secure the qualifications and experience needed to enter the profession without the debt."

"It's a huge investment for A.W. Lymn and was born from the commitment of the Lymn Rose family to invest in the future of the profession. We are proud to have created some outstanding graduates through the scheme, not only current A.W. Lymn employees like Jonathan Baker, our first ever graduate who now manages our Mansfield area, but also former ones - like former NAFD Standards & Quality Manager Alex Thornhill."

For Alex Thornhill who, until recently, inspected how NAFD member funeral homes are run for a living, his time on the apprenticeship brings back very happy memories - which are aided by a daily diary he kept during the programme.



▲ Alex Thornhill

"I loved every aspect of it," said Alex. "It was quite a learning curve. I started out in the coffin workshop, then moved on to floristry and a stint working with the driver/bearers, before moving on to stonemasonry and then, finally, into a branch. I was actually based in the Mansfield Woodhouse branch under Jonathan Baker and he was great, supporting my training with role play before I was let anywhere near the public and helping me get to grips with all of the paperwork and forms."

"What is particularly amazing about A. W. Lymn's investment in the training scheme is that, not only are they training you in every aspect of the role of a funeral director, they are also fully funding you through industry qualifications, and giving you somewhere to live onsite!"

"It's a fantastic introduction to the funeral profession and it is one that remains valuable to me on a daily basis in my work as an SQM."



▲ Jonathan Baker

Alex's former boss, Jonathan Baker - who was A.W. Lymn's first ever trainee on the scheme - also looks back on the course with pride. "I was the first trainee of the scheme set out by A.W. Lymn nearly 20 years ago now and so, to some extent, was the 'guinea pig'," he said. "Over the years the scheme has been adapted to form the broad-ranging course that exists today."

"From the outset, I received experience in all aspects of the funeral profession - culminating in gaining my DipFD and BIE qualifications. I saw every stage of how a funeral is arranged - from being on call, the preparation side, the floristry department and, of course, the wealth of knowledge and experience that was offered by my colleagues."

"Future trainees, whether they make their career with A. W. Lymn or move on, will gain a thorough and comprehensive understanding of the funeral profession which, in turn, will enable them to serve the bereaved families to the high standard they deserve."



▲ Olivia Wilson

Current trainee, Olivia Wilson, has developed a real passion for working in the mortuary during her 15 months on the programme. "I came here on work experience after school and never left," she says. "I enjoy every aspect of the job and particularly working with the families, who appreciate what you do for them."

"The part of funeral service I enjoy the most is embalming. It's an opportunity to make a real difference to a family's experience of visiting their loved one, to say goodbye."

Further Information

You can view a video featuring A.W. Lymn Company Director Jackie Lymn Rose talking about the programme by visiting this link: <https://www.lymn.co.uk/careers>

For any member considering developing a training course like the one offered by A.W. Lymn, please speak to NAFD Education Manager Karen Vanstone (kvanstone@nafd.org.uk), who will be pleased to provide support and guidance.