

+ Spotlight



**Skilling up the next generation**

We can't build quality homes for our customers without skilled people. Yet research shows that more people are leaving the construction industry<sup>1</sup> than joining.

To prevent a future skills shortage we are expanding and strengthening our apprenticeship, management trainee and graduate programmes. These enable young people to gain business experience and professional qualifications, giving them the training and support they need to pursue a successful career with us.

We are also investing in site skills through our Production Academy. Participants complete NVQ courses aligned to assistant site manager, site manager and production manager roles as well as technical courses developed by the NHBC.

Since its launch in 2016, well over 200 of our site management colleagues have enrolled in the Production Academy. The Academy saw its first graduates complete their diplomas in 2017. They were invited by our Chief Executive Pete Redfern to our head office for a celebratory lunch and to receive their awards.

**240**  
Employees are enrolled on or have completed our Production Academy since 2016.

We increased the number of entry level roles in 2017 to 11% of our workforce.  
**11%**

1. The Farmer Review of the UK Construction Labour Model 2016

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