



02 ENABLING THE WORKFORCE

Building a better future by attracting and empowering a diverse workforce.



Removing Barriers

Building a diverse workforce that reflects the communities we work in.



Creating Career Pathways

Attracting new talent by creating and developing pathways into construction.



Empowering our People

Continuing to foster our special culture which enables people to be their best selves and supporting them to drive positive, lasting change.



Skills for The Future

Promoting fresh ways of thinking and new industry perceptions to build a workforce for the future.



DELIVERY CAPABILITY

- Innovative software solutions to promote online learning and continuous professional development.
- Identify and attract a pipeline of diverse and talented workers from industries adversely affected by the Covid-19 pandemic and Brexit and provide cross training and career opportunities in construction.
- As the first UK labour supplier to achieve the CITB Be Fair accreditation, we will continue to be committed to realising our 3 year strategic plan priorities to build and maintain a diverse and thriving workforce.

MEASURE OF SUCCESS

- Implementation of DSG LMS. A bespoke learning system to enable all staff to undertake online courses.
- Implementation of the flexible working initiatives for both onsite and office/HQ staff.
- Training of 40 NEW personnel per year via our cross industry training initiative, with a commitment of a job offer to >50% of all candidates.
- Supporting applicable government schemes to encourage young people into the construction industry and aim to employ > 50% of applicants.
- Apprenticeship Scheme. 60 NEW Apprentices per year across the business; Focusing on the skills shortage to meet service demands.

