



## **P&P Property Preservation**

Building, Construction, Damp & Timber Specialists

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### ***Apprenticeship & Development Policy***

*P&P Property Preservations is mindful of the potential skills gap in the industry and wants to ensure we do our part to support efforts to recruit and train the future workforce of the building sector.*

*We recognise that career opportunities in construction require promotion and we need to ensure people with potential are given equal opportunities.*

*We are committed to creating and supporting apprenticeships and skills development opportunities for people who seek to work in the building and construction industry. Our objective is to increase the proportion of apprentices and those undertaking vocational training across our own business and within our supply chain wherever possible.*

*We aim to provide a variety of ways that people seeking to improve their skills can join the business. Once in the business, we aim to provide the right environment and support to enable them to fulfil their potential.*

*To deliver against these objectives we will:*

- 🕒 Understand and form links with industry and government-led initiatives.*
- 🕒 Provide information to our contractors and work with them to increase the number of apprentices and those in vocational training on site.*
- 🕒 Raise the profile of the industry to all; women as well as men, people of all ages, and from every culture and community.*
- 🕒 Review where we can employ apprentices directly on our sites and in our divisional offices.*
- 🕒 Run a recruitment and training scheme for graduates.*
- 🕒 Review and develop our approach to training of both our direct and indirect workforce.*
- 🕒 Collect monthly data on the numbers of people across our direct and indirect workforce undertaking an apprenticeship or vocational training.*

*Ultimate responsibility for all matters related to skills and training rests with the Director. This policy will be reviewed at least annually and amended where appropriate.*

*Peter Lunn  
Director  
P&P Property Preservation*