

“We’re so pleased to welcome the new 2022 cohort. The apprentices and graduates we employ here at Tarmac are from all walks of life – some straight from school, with others undertaking a complete career change later in life.”

Harriet Slatter, senior HR manager

People

Our People

Tarmac’s largest apprentice and graduate intake

In 2022, Tarmac welcomed nearly 130 apprentices and graduates to the business, as we strive to upskill and grow talent within the construction industry. The cohort consists of 126 early careers roles – the business’ largest ever intake – including apprentices, higher apprentices and graduates, which stretch the length and breadth of the UK, from Dunbar in Scotland, right through to Southwick in Brighton.

The apprentice and higher apprentice courses typically last two to four years and cover areas such as engineering, finance, human resources, sales, operations, quantity surveying, and logistics. Higher apprenticeships provide an opportunity to gain Level 4 qualifications or above, with most apprentices gaining an NVQ Level 4, HND, or foundation degree.

Graduates will enrol onto a course lasting two years, covering seven modules including finance, project and change management, communication and future development. Following successful completion, the experience and expertise gained will enable the apprentices and graduates to transition into a variety of roles across the company.

Harriet Slatter, senior HR manager at Tarmac, said: *“The beauty of an apprentice or graduate role at Tarmac is that we provide guidance and support through each person’s journey. The opportunities available to them are almost limitless and for some these could eventually be global in nature given that we are part of CRH, global leader in building materials solutions.”*

To kick start the programme, a selection of the cohort attended a welcome event. The event enabled them to



network with like-minded graduates, meet their mentors who will guide them throughout their courses, and take part in activities to support them in understanding the next steps of their career in more detail.

The apprentice and graduate onboarding at Tarmac forms a key part of supporting the UK’s construction and infrastructure ambitions. It is just one of a range of professional development and training initiatives in place to create a highly skilled and diverse workforce. Tarmac offers a wide range of professional development and training initiatives – irrespective of age and experience – aimed at creating a highly-skilled workforce to support the delivery of the UK’s infrastructure ambitions.

Apprenticeships, graduate schemes, and employee development programmes have all played a key part in the company’s ongoing commitment to developing and growing skills within the industry.