

“From understanding the foundations of Tarmac including the business’ purpose and values, to taking a deeper look into career paths and where roles could take them, the future is certainly bright”.

Sam Dalby, early careers talent manager

People

Our People

2023 Early Careers

Tarmac welcomed over 30 apprentices and graduates to the business in 2023, as we strive to upskill and grow talent within the construction industry. The cohort, consisting of 34 early careers roles, were invited to an exclusive event to get the inside scoop on the knowledge and skills needed to build a successful career within the construction sector.

Experiences were shared by new and existing graduates, including talks on sustainability and the plans for the business now and in the future, volunteering opportunities, well-being at work and the resources available, as well as inclusion and diversity (I&D) – with graduates hosting activities on the importance of I&D inside and outside of the workplace.

The 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.



Sam Dalby, early careers talent manager for Tarmac, said: “It was fantastic to meet our new early careers joiners at the 2023 welcome event. The day was packed with testimonies, advice, and stories from those who have been through their early careers journey and those who are still on it.” 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.