

“We are incredibly proud that the National Skills and Safety Park received this Outstanding rating from Ofsted, particularly as it was our first full inspection. We regularly have great feedback on The Park from colleagues, and receiving external validation is recognition of the quality of learning that takes place”.

Peter Kay, head of learning and development at Tarmac

People

Our People

Tarmac’s ‘Outstanding’ Apprenticeship Delivery

In September 2023, Tarmac’s learning and development (L&D) team celebrated an Outstanding rating from Ofsted’s first full inspection for its apprenticeship provision. The apprenticeship programme delivered at Tarmac’s National Skills and Safety Park, located at Nether Langwith Quarry near Mansfield, Nottinghamshire, received its first full inspection in early August, and Tarmac is the only employer provider in UK to have achieved Outstanding in 2023.

The focus of the inspection was Tarmac’s apprenticeship delivery known as the Professional Operator Development Programme (PODP). PODP is designed around three apprenticeship standards: mineral processing mobile and static plant operator, mineral and construction product sampling and testing operations, and road surfacing operative. All are delivered through a series of workshops, e-learning modules, and practical on-the-job training.

The apprenticeships encompass various subjects that aim to improve the ability of the business’ frontline teams to safely and efficiently operate and maintain equipment and machinery. These apprenticeships are beneficial for individuals entering the industry for the first time, and for colleagues to reskill and enhance their knowledge and behaviours to advance in their careers.

A three-person Ofsted team inspected Tarmac’s apprenticeship programme over three days, visiting The Park as well as the Mountsorrel and Whitwell sites, discussing the programme with the L&D team, apprentices, and line supervisors. They examined five distinct areas: quality of education, behaviours and attitudes, personal development,



leadership and management, and apprenticeships, grading all as Outstanding.

The Ofsted inspectors praised the learners’ ‘rapid development’ of technical skills and approaches to health, safety, and inclusion. They also noted positively that 32 per cent of those who had completed the PODP apprenticeship and remained within the business have been promoted to a frontline leader position.

Peter Kay, head of learning and development at Tarmac, said: “We developed The Park as a place where our apprentices and other colleagues get practical training on using real equipment safely and effectively. Rather than being in a classroom, they can learn what good looks like, and get a solid grounding in health, safety and wellbeing, building on the learning that takes place on site. Upskilling our frontline colleagues is critical to the future success of the business.

“Achieving an Outstanding rating has only been possible thanks to the efforts from the dedicated people working at The Park, and the enthusiasm and commitment from both the learners and their line supervisors.”

Since it was first opened in February 2020, The Park has welcomed over 10,000 visitors to complete training days or programmes.