

“The role was a huge step up. As a Training Co-ordinator, I was very admin-based, organising and booking training. My new role required me to actively deliver training, including leadership development training to our frontline managers.”

Kirin Fisher, Training Co-ordinator

People

Our People

Supporting Apprenticeships

In 2024 Tarmac had 388 apprentices, varying from early-to-career and higher apprentices to new and current employees who we re-skill and up-skill. Following our Outstanding rating by Ofsted in 2023, Tarmac is now a full training provider and has started to develop apprentices from other organisations.

Kirin Fisher, one of our apprentices, won Intec Business College's Apprentice of the Year award for 2024.

Kirin enrolled in Intec's Learning & Development Practitioner Level 3 programme to support her transition from Training Co-ordinator to Training Manager. Kirin's apprenticeship helped her develop the skills and confidence needed to transition into a more challenging and influential role within her organisation. “The main thing I wanted from my apprenticeship was confidence - in myself and my capabilities. The apprenticeship has helped me push myself out of my comfort zone; if someone had asked me two years ago if I'd be delivering training, there would have been absolutely no chance. I struggled even to speak in Teams meetings with people I knew!”

She added, “The apprenticeship made me realise I knew a lot more than I thought and confirmed that the way I was delivering training at Tarmac was right.”

Kirin's manager, Ben Triscic, recognised Kirin's potential: “Kirin has shown just how impactful apprenticeships can be, not just for the individual but for the business as well. We had a gap in our L&D structure and made the decision to upskill from within, which was a first for this team. We decided to allow someone with the right attitudes and behaviours to develop into this role.”

This decision has clearly paid off. Ben continued: “In all my working career, I don't recall anyone developing so much in



such a short space of time. When I first started working with Kirin, she was quiet and would go with the team consensus. It was clear she wasn't always the most confident person, despite being knowledgeable. Watching Kirin's development over the past 18 months has been a joy. Her confidence has sky-rocketed, and she's now responsible for training and development in two regions of our business as Training Manager. She's even having conversations with senior leaders, challenging them to create a positive learning culture.”

Kirin is an inspiring example of how apprenticeships can empower individuals to reach their potential. Her journey highlights the benefits of apprenticeships for both the apprentice and the employer, showcasing the transformational impact of vocational learning and a supportive work environment. Kirin's success has not only propelled her career forward but also served as a model for effective talent development within the organisation.