

People Development Award

Judges: Ed Evans Lynda Sagona Pierre Wassenaar

Award Sponsored by



The Griffiths Skills Academy

The wider civil engineering and construction industry faces many challenges – an aging workforce, future skills shortages and a lack of minority representation.



Supporting a diverse workforce – a recognised stimulus of innovation and enhanced team performance, will meet the skills shortages and enable growth in civil engineering.

Wales also faces high levels of youth unemployment, one in seven 16-24 year olds is unemployed and even higher in the South Wales Valleys. Griffiths target the recruitment of young people from the communities in which they work, often targeting those who are not in education, employment or training (NEET). They also take on apprentices who have been made unemployed or redundant by other companies during training schemes and support them to continue their learning and complete their qualifications.

Griffiths' Apprentice+ Programme is reversing standard industry practice by offering 100% of their Apprentice's full-time positions following their training. They have industry leading completion rates, developed a new Civil Engineering Operative/Groundworker Apprenticeship benefiting the business through higher employee engagement, loyalty, retention and ever reducing staff turnover rates.

Apprentice+ is targeting recruitment of young, disengaged people and benefiting local economies. Griffiths are able to employ local people who in turn, spend their wage in local shops – demonstrated by their above industry average 'money multiplier' calculated using the Welsh Government Community Benefits Footprinting Tool. Apprentice+ also ensures the skills developed match the company's future needs as per their Skills Gap Analysis and Staff Training Plan. It allows Griffiths to source future Senior Managers, Site Managers, Engineers and Quantity Surveyors from within.



“Supporting a diverse workforce, will meet the skills shortages and enable growth in civil engineering.”

