

apprenticeship charter

Forrest takes our apprenticeship programme seriously. To know that our own future is in our own hands is a wonderful thing. That is why we believe we have the best apprenticeship programme in the construction industry.

This is our apprenticeship charter.

Recruitment & Selection - We will

- Ensure we employ the best people for our apprenticeship programmes
- Recruit fairly in line with our E&D policy
- Engage with under represented groups to promote careers in the industry
- Operate a fully transparent interview and selection process
- Give potential apprentices a 2 week 'try it out' period
- Sign every new apprentice up to a formal 'apprentice agreement'
- Pay all our apprentices more than the recommended minimum wage

The Apprentice Journey - We will

- Give all new apprentice starters full uniform, PPE and a tool kit
- Provide a full induction programme to the company and the site(s) they will be working on
- Ensure our apprentices are signed up to the training provision that best matches their needs
- Provide support through access to a dedicated Apprenticeship Co-ordinator employed by Forrest
- Provide monthly face to face 'pastoral care' visits to our new apprentices during their first 6 months (and then every 3 months thereafter)
- Allow apprentices freedom of movement across our sites to gain vital experience and evidence for their qualification
- Hold our own annual internal 'Apprenticeship Awards' ceremony and put people forward for external awards
- Let our apprentices have their say through their own dedicated 'Apprentice Forum'

Sustainability - We will

- Give our apprentices access to our 'buy your own tools' system at discounted rates from us
- Assist our apprentices to learn to drive through our own 'Forrest Fast Pass' driving scheme
- Provide a clear pathway for all our apprentices to achieve up to and including Level 3 standard
- Provide additional training such as IOSH, UKATA Asbestos Awareness, Manual Handling, PASMA and TETRA
- Strive to hit our own internal benchmark of 90% of apprentice completers moving in to full time positions with Forrest
- Give newly qualified apprentices an extra year of support as they learn and develop in their chosen profession
- Give newly qualified apprentices the opportunity to continue their studies through a professional building qualification



Signed



Lee McCarren CEO | Forrest