# Highway Apprenticeship Programme

# Gareth Richards Highways Maintenance Manager



# Why?

 Commitment to Youth Unemployment





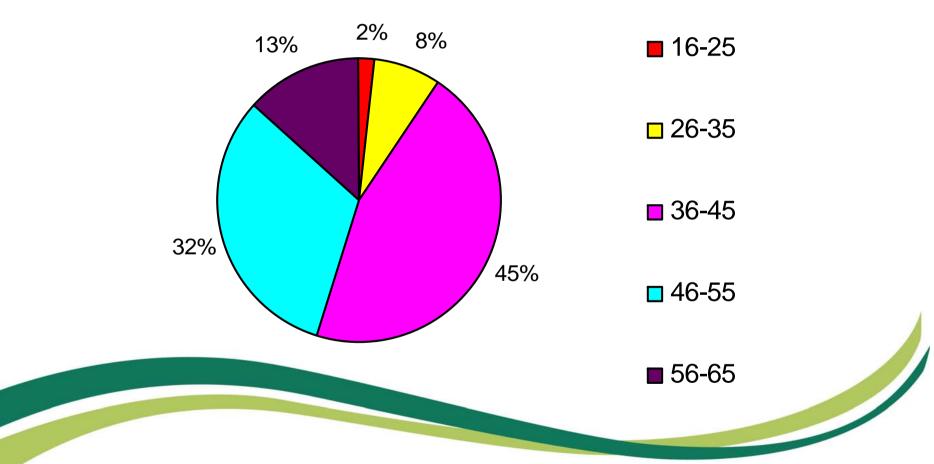
### Why?

 Age Profile of Construction
 Staff





# Age Profile



A greener place Man gwyrddach



#### Why?

Skills shortage

Change of culture



After a decade of scrimping on education funding, the nation found itself crippled by skills shortages. People fell over a lot too.



### Options

In-house training





#### Options

Agency Workers

Employing qualified staff



#### The Challenges

 A Reluctance to Change





#### The Challenges

- Supervisor Time
- Programme

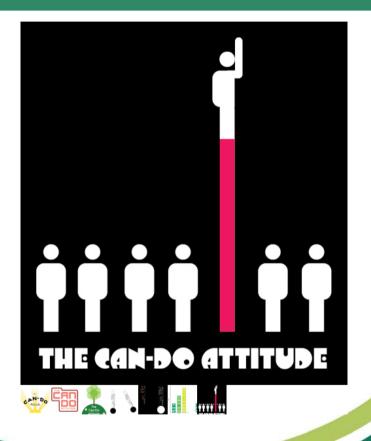




#### Benefits

'Can-do attitude'

SkilledWorkforce





#### Benefits

Reduced Staff
 Turnover



#### Benefits

Approved Course
 & Recognised
 Qualification





#### Questions



