

Apprentices

London & SE Region.

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Mitie Technical Apprentices

This is '**Best in Class for our Sector**' and has been in operation since 2001 where we originally started with just 4 Apprentices. From this success we continued to grow the programme from 2005 through to today where in London & SE we have a total of:

- **28 – Current Mitie Technical Apprentices**
- **27 - Now fully Qualified**

Our retention rate for our Technical Apprentices is 98%....Because now our qualified ex Apprentices are going into more senior positions within Mitie, where we have our first Operations Director within the London & SE Region. The average number of Qualifiers for the last two to three years has been between 8 and 10 per year

What Apprentices means to London & SE:

How are we **'Future Proofing'** our business and our clients business.

What is the **'Legacy'** we will pass on to the next generation?

What are the tools we use to 'Motivate, Train and Develop' both or existing teams and those teams of the future?

A culture where hard work is continually rewarded by opportunity, rather than continually to go outside the business.

- Succession Planning.....Look within your current Team for 'Talent' and 'Develop it'as it is staring you in the face.
- Talent Mapping
- MI Reviews (Personal Development Programme)
- Continue training and development of your core team to include:

Apprentices

Ex Apprentices

Mentoring

Our Investment & Success:

Look at the results of this 'Investment in the 'Mitie Technical Apprentices' where we have 'Our first ex-Apprentice Operation Director in Antony Law and also established Contract Manager in both Andy Amos and Phil Fitzgibbon plus Ross Beckett Project Manager and Mark White – Regional Combustion Manager.

- Antony Law - Operations Director
- Andy Amos - Contract Manager Ofcom
- Phil Fitzgibbon - Contract Manager Helix (HNC Qualified)
- Mark White - Regional Combustion Manager
- Ross Beckett - Project Manager London & SE
- Sam Smith - Hard Services Manager City of London
- Andrew Mason - Supervisor City of London (HNC Qualified)
- Adam Overton - Supervisor London Borough of Hillingdon
- Ian Springate - Supervisor City of London (Higher Apprenticeship)
- Joe Thorogood - Supervisor City of London (Higher Apprenticeship)
- Ross Howe - Supervisor St Georges (Higher Apprenticeship)
- Kirsty Johnston – Performance Manager MOJ (HNC Qualified)
- Rachel Green - Combustion Engineer Transport for London (HNC 2nd Year)
- Daniel Sellers - Electrician City of London (HNC 2nd Year)
- Louis Lennon - Plumber City of London (Higher Apprenticeship)
- Alfie Covington - Electrician City of London (Higher Apprenticeship)

Cost of our Investment:

This has been continued 'Year on Year' investment in our London & SE Technical Apprentices.

Currently we have '28 Technical Apprentices' and the cost to our business per year for this investment in the future is as follows:

- £504K

But of the 27 fully qualified 16 have gone on to Senior Position's within the business and further education up to HNC Level.

- **Overall we have a total of 54 Apprentices and ex Apprentices at the London & SE Region.**

We are proud of this success and especially our retention rate of 98%