



CASE STUDY

Lenny is an apprentice with Embassy Site Services and recommends an apprenticeship as a way of obtaining skills for life and being able to learn things the professional way.



NATIONAL APPRENTICESHIP WEEK
2025

↑ NFRC
LEADING ROOFING EXCELLENCE

OVERVIEW

To celebrate National Apprenticeship Week 2025, NFRC invited training providers to spotlight their apprentices, share their story, and tell us more about the importance of apprenticeships and what they have to offer.



BACKGROUND

We want to go above and beyond by supporting apprentices in the first 6 months of their learning as there are challenges in the industry in retaining talent. The focus is to provide a support mechanism where any identified barriers either in work or in life generally can be discussed and support provided where possible.

APPRENTICE SPOTLIGHT: LENNY

HOW HAS AN APPRENTICESHIP BENEFITTED YOUR CAREER?

I would say it benefits me because I've learned everything the professional way, by the book, no shortcuts. I'd also say because I get my qualifications and when I pass I'll be ready to go out on site full-time by myself.

WHAT DO YOU ENJOY MOST ABOUT YOUR APPRENTICESHIP?

I enjoy meeting all the new people because everyone has their own ways and you can learn a lot from different people. The help is just always there, that's the main thing. Everyone just wants to help so you can learn and progress.

WOULD YOU RECOMMEND AN APPRENTICESHIP?

I would definitely recommend an apprenticeship as the way to go forward because when you do it you'll have your qualifications there for life and you can always go back to them.



BENEFITS OF AN APPRENTICESHIP

APPRENTICES GET THE BEST OF BOTH WORLDS BY LEARNING IN THE TRAINING CENTRE FROM EXPERIENCED TRAINERS AND LEARNING ON SITE FROM EXPERIENCED MENTORS.

Why are apprenticeships important for individuals and businesses?

- What do apprenticeships offer to the wider economy, industry, and society?**
- Why should an individual consider an apprenticeship over other forms of training or education?**
- What value does an apprenticeship add to an individual's career?**

Apprenticeship schemes provide people from all walks of life with an opportunity to start a career, unlocking opportunities that combine real life skills with learning to demonstrate industry competence as a key focus for everyone involved in the Construction sector to raise industry standards.

- They add new blood and progression to the workforce, they are homegrown within the company.*
- Especially with grandfather rights being removed and even more people requiring training in an already depleting industry. We feel apprenticeships are the best way to train future roofers. They are a great way to combine hands-on training with education and the apprentice earns while they learn.*

BENEFITS OF AN APPRENTICESHIP

Apprenticeship schemes enable employers to recruit new talent to their business to address skills gaps which contributes to the economy and supports the UK tackle social mobility.

· They earn as they learn, so are no drain on the economy, they add to their industry and keep traditional skills alive, they are an addition to society by their hard work and learnt life skills.

· Economy: Apprenticeships provide skilled workers which help address shortages in industries such as roofing. By creating a skilled workforce it promotes productivity, innovation and competitiveness which drives economic growth. As the training is cost-effective it reduces the need to overpay for certain skills. And it reduced unemployment by providing opportunities for young people or those transitioning careers.

Industry: Apprenticeships help to bridge skill gaps that occur in industries with a shortage of qualified workers. By training new people, it brings fresh perspectives and ideas leading to innovative solutions. Apprenticeships have been proven to lead to higher employee retention as apprentices feel that their employer's are investing in them by being upskilled. And finally, as an apprenticeship teaches industry standards, they are more likely to consistently work to the quality and standards that they are originally taught at.

WHAT LANGLEY OFFERS

Tell us a little bit more about what Langley offers as a training provider, and what an apprentice can expect when they choose Langley.

- We maintain weekly contact with employers via the 5 day review. This details the progress the apprentice has made in their week at the Training Centre, reviews learning and suggests targets for next time. We recommend that employers assign a site mentor to each apprentice who can gauge progress over time and assign jobs to offer best opportunity to the apprentice (where possible). This helps to maintain apprentice enthusiasm for the job and gives them reassurance.*
- Here at Langley, we're very enthusiastic about the ECO project. We have found that setting aside the time to talk to the apprentices at the different intervals of their employment highlights different challenges they are facing that we can support with. Whether that is from extra sessions with our Langley mental health first aiders, or even something as simple as a conversation starter about their career progression with their employers at their reviews. Taking the extra time to discuss how they are feeling in their employment is beneficial to both the employers and the apprentices.*

AS A TRAINING PROVIDER...



How do you consider the needs and wants of a business when providing an apprenticeship?

The curriculum is designed to support the challenges that employers have in releasing their workforce for training. The on-job experience is blended with off the job training to enable learners to progress successfully and ensuring that their training plan is adjusted accordingly based on their individual needs.

We ensure that the apprentice is given as much knowledge as possible and that they have been taught and practiced their skills, that they become a valuable member of staff. They are given tool box talks and presentations from industry professionals, first aid training, and many more valuable life skills. Our aim is to work with the employer closely enough that we can take on board any suggestions or requirements for learning, that best fit their business, as the apprentice progresses through the course.