

EXECUTIVE SUMMARY

Business Overview:

Darke & Taylor were established in 1958, the business has grown and evolved over the years to become one of the largest building services businesses in the region. We provide Mechanical & Electrical design, delivery, commissioning and maintenance across multiple sectors of the construction industry. The company employs over 250 directly employed staff, the majority of which have completed an apprenticeship with the business.

Business Challenge:

Darke & Taylor are incredibly proud of our award winning apprenticeship scheme, the business challenge is to enhance our current offering to provide the best possible training and experience to develop the best engineers, supervisors, managers and future leaders of the business. An elite apprenticeship scheme will make succession planning in the future seamless.

Why:

There is consistent evidence of a skills shortage within the industry, it is imperative we continue to attract the best candidates to take the business forward. Our business has evolved over the years and it is important that our training scheme and processes evolve too. The feedback received on the industry standard apprenticeship schemes are not always positive. Why not change it?

Vision & Strategy:

To develop and deliver a bespoke in house apprenticeship programme. Positive steps have been taken during my IFLP to open our very own training centre. This provides an amazing opportunity to deliver custom theory and practical training to suit our business needs and the industry requirements.

To enhance our current on-site training. We are a large successful business, however we must continue to review, monitor and develop our apprentices whilst on their journey to ensure they have the skillset and mindset to thrive within the business.

Key insights from IFLP:

The IFLP journey has helped me recognise my key strengths and also areas in which I can develop. The campfire activity was a positive factor towards this providing honest and open feedback amongst the cohort.

Every speaker that has presented on the programme has provided inspiration and new insights to the group which has benefitted both my personal and professional life.

Philip Bond expressed the importance of gratitude, I am incredibly grateful to have spent time in such a beautiful setting with an inspirational group of people, the participants within my Cohort, Sarah & Will, and every speaker who presented on the course have provided key insights and feedback to develop my skillset and career.

“It’s not what you say, it’s what you can prove”