

Miller Homes

Manchester College, Northenden (131147/FO/2021)

Statement of Intent – Local Employment & Training

Providing high quality training opportunities

As a business, Miller operate training schemes to attract fresh and local talent to their operations. Miller (North West) have high numbers of staff who are ex-apprentices, trainees and graduates. The schemes below apply across Miller nationally:

- **Trade Apprenticeships** e.g. bricklayers and joiners. Miller works with its supply chain partners to create and support these opportunities; and,
- **Professional apprentices** e.g. technical, commercial, sales and production. Miller will recruit and employ trainees across these disciplines directly and provide on-job and, if necessary, off-job training.

Miller is a signatory of the Home Building Skills Pledge, an initiative developed by the Home Builders Federation [HBF] through its Home Building Skills Partnership in recognition of the need for the industry to work together to tackle the nationwide home building skills shortage and future proof workforce skills.

As a signatory of the pledge, Miller is committed to working with its subcontractors to recruit and train more people to the highest standards through a set of five key actions:

1 Collaborate and share – Working with the industry to share best practice across attraction, recruitment and skills development;

2 Train to a standard –Committing to ensuring that the entire workforce is trained and qualified to a recognised industry standard that equips employees with the skills and experiences needed for their roles, enable them to meet business needs and foster a more positive working environment.

3 Engage and support – Leading by example by committing to training all recruits to the agreed Home Building Skills Partnership developed standards for their roles, and actively support sub-contractors to do the same on an ongoing basis.

4 Champion diversity and inclusion – Committing to recruiting a more diverse workforce to assist in improving the skills gap facing the industry, ensuring breadth of thinking and that the sector is recognised for being both inclusive and progressive.

5 Promote careers – Committing to promoting home building as a primary career choice with well understood career paths, exceptional training, qualifications and prospects, through the way they attract and actively develop the workforce.

Turning specifically to Miller in the North-West, 2020 saw it introduce a number of apprentices to the business, both office and site based. This included four joiners, one brick layer, a quantity surveyor, an engineer and a land assistant.

Miller will proactively work with their appointed contractor to ensure local labour sources are utilised where possible, including apprenticeships, in order to deliver employment benefits to the local community. On recent projects, including Novus in neighbouring Trafford, Miller sourced

contractors within a local radius of the site to assist with construction. Miller will undertake their best efforts to also source local labour on the Manchester College site.

Educational programmes – partnership with Manchester College

Miller already have an affiliation with Salford University. Prior to the COVID-19 Pandemic, they took part in careers open days at Salford University to offer students the ability to work and study with Miller as an apprentice engineer or architectural technician.

Miller are committed to expanding this to the Manchester local authority area, with Manchester College providing the perfect opportunity to do this. Miller Homes will work with Manchester College to accept students from the college studying the subjects within the Construction and Engineering umbrella (carpentry and joinery, bricklaying, CAD and architectural and construction engineering) to come on site and undertake our toolbox talks, health and safety talks with our Health and safety advisor and will also offer work experience opportunities.

