

Approved by:

OBJECTIVE

Employability Opportunity Outcomes Insuletics are committed to supporting the promotion of local employment and training opportunities.

It will always be the intention to employ the locally based staff internally and externally.

A comprehensive induction / training programme would be provided for the Insuletics to ensure that they are fully conversant with all aspects of their job specification, roll and responsibilities. Insuletics would also provide mentoring support during the placement which would include regular mentoring reviews. These reviews would allow an individuals action plan to be developed that would identify their training needs and ensure personal progression.

TRAINING OPPORTUNITIES**For internal Staff:**

Insuletics would ensure that all centrally based staff, have the tools and equipment to ensure the employee is well equipped for their role.

IT courses, will be provided as and when required.

Any employee wishing to up-skill would be assisted to enhance their skills.

Insuletics would also provide the following training support to external staff:

Supporting new entrant trainees by delivering 'Train the Trainer' to local colleges or by delivering training days under the INCA Specialist Apprenticeship Programme

SAP

Assistance with the up-skilling of locally based labour utilising the relevant modules of the SAP programme
Provision of local training facility

ATTENDANCE AT CAREERS FAIRS

Community Contribution Outcomes Schools & Colleges Insuletics would participate in school/college site visits by providing a presentation to acquaint students with the External Wall Insulation (EWI) industry. The presentation would provide an overview of the industry highlighting the wide range of construction techniques, materials and equipment that are used to provide EWI insulation solutions for new build and refurbishment projects in the commercial, industrial and residential sectors.

A practical demonstration would then be given to show each stage of the process. Insuletics would also offer the opportunity for classroom based sessions to be provided within schools or colleges during the day or evening.

Corporate Social Responsibility

HR Policy 1
Appendix 9
Issue 1
Date May 2012

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Local Community Contribution / Involvement With regard to the community contribution, Insuletics would offer to sponsor local charities.

Experience:

Insuletics would also be pleased to provide initial opportunities for at least 2 volunteers and would provide at least 1 weeks work experience where a pupil from a local school could shadow the Insuletics Project Manager and obtain hands on experience in inspection / reporting.