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## Providing the Vital Connection

### Derek Cowan, Head of Human Resources



Apprenticeships are important to JDR as they offer an array of benefits that include increased employee satisfaction to improved retention rates and are a proven way to help individuals develop their careers.

With the well documented “great resignation” and skills shortages across the sector our apprenticeship programmes have allowed us to reap the rewards of developing relevant skills across the company and our successes have been borne out of the commitment from the teams across JDR in embracing our programmes and the desire of the apprentices to learn and become integral members of the JDR family.

Apprenticeships have provided many benefits to JDR and include reduction on recruitment costs, diversification across teams and the opportunity to nurture and develop “fresh talent” all of which we continue to endorse.

We will continue to recruit apprentices, utilising our levy, nurturing talent as we also believe that as well as investing in our future we are developing a sense of loyalty to the company creating a greater and more engaged workforce that is highly productive and maintains our standing as a market leader in the sector

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