

## NATIONAL TRAINING AND DEVELOPMENT STRATEGY

This month we would ordinarily celebrate 'Learning at Work' week and although now postponed due to Covid-19, we still wanted to use this opportunity to celebrate the work we do as a business in supporting employees through our National Training and Development Strategy.

The virus outbreak has affected the business in an unprecedented manner, with many of our employees having been furloughed or working from home. This has undoubtedly had an impact on the daily running of our business operation, and we recognise will have also presented change and challenge to our employees in their both their work and personal lives.

We have successfully responded to a number of these challenges with priority placed on maintaining employee engagement and over recent weeks have implemented a more flexible approach to our training strategy in the hope that all employees can continue their development and feel valued during this time.

Since Bell lockdown we have;

- Issued over 6000 programmes to employees through the iHasco online learning portal – over 3000 of these programmes have now been completed and certificated
- Rolled out a programme of Microsoft Excel training to over 100 employees in need of upskilling
- Registered a range of Managers from across the business onto Chartered Management Institute Programmes as part of their personal progression
- Mobilised 10 Construction Management SVQs
- Empowered employees to engage in a variety of online learning resources including Building Contractors Training Group Supervisory Development Programme and National Federation of Builders 'Be Resilient' programme
- Mobilised a Post Graduate development programme for Directors
- Supported the continued delivery of Apprenticeship Training for 163 apprentices across 20 colleges nationally

We appreciate that we are all living in an uncertain and emotionally charged time but as the business prepares to remobilise, we will continue to invest in our training strategy and ensure that all employee benefit from new ways of working and continued learning to support mental resilience.

We hope that by investing in this strategy, Bell will continue to benefit from;

- **Improved employee performance**
- **Increased employee satisfaction**
- **Reduced turnover of employees**

Our Employee Assistance Programme provided by **Health Assured** remains available to all our employees. Health Assured can be contacted 24/7 on **0800 030 5182** where professionally trained counsellors are available to take your call and provide confidential advice and support on any issue that may be concerning you. There is no cost to you for accessing the service.