



Midlands Highway Alliance Plus

Highways & Transport: The Future

Wednesday 23 September 2026

Workshop 3: Professional Development
Chair: Darren Capes

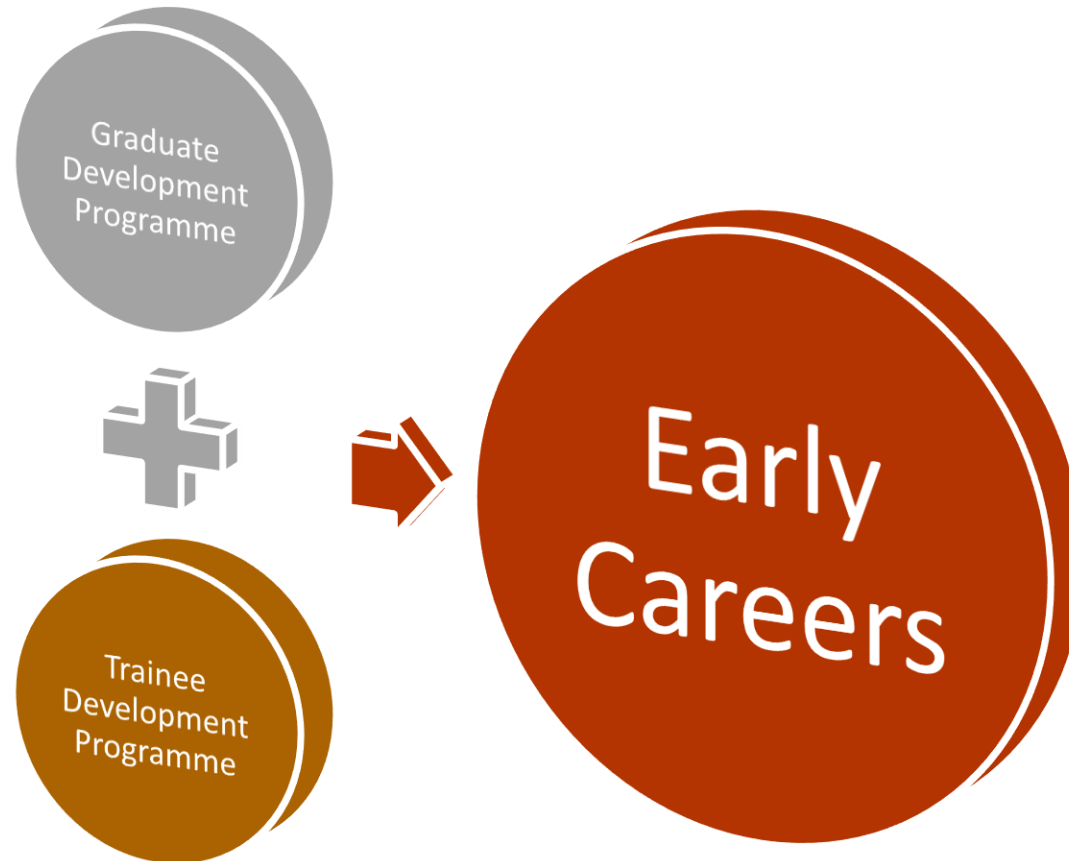


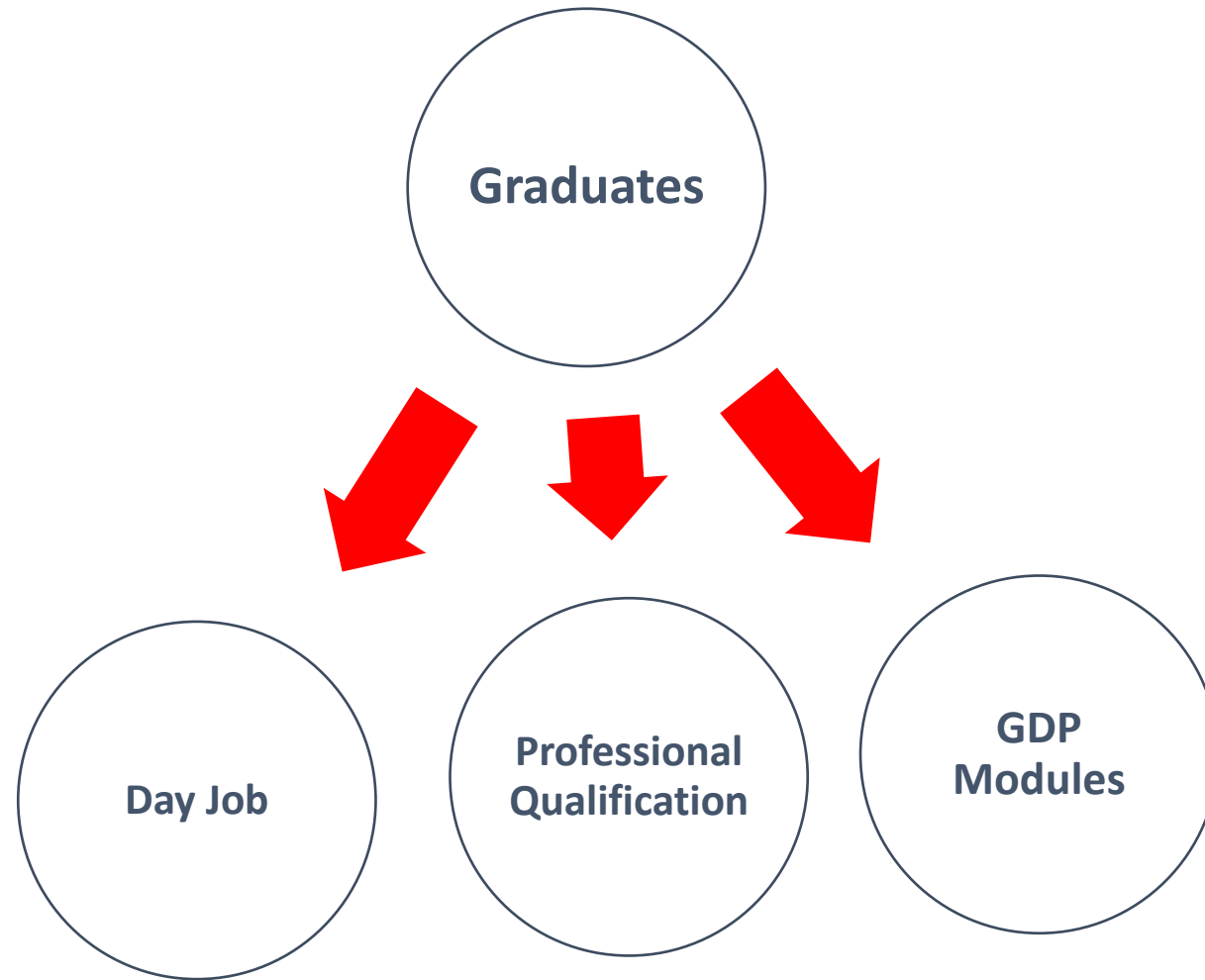


Attracting a workforce for the future

Tosin Oloruntoba

Learning & Development Partner – Early Careers







Welcome event

An induction event to welcome you to Galliford Try and to introduce you to key personalities within the Company

Brand Ambassador

This session will introduce you to the GT Brand Ambassador expectation.

M1: Delivering passion

How to deliver effective presentations.

M2: The bigger picture

You will be paired with a fellow graduate and will host each other at your respective workplaces. The theme will be collaboration and sharing good practice.

M3: It's all about the team

This virtual module examines the 'Team' using the followership theory.

M4: Practice what we teach

This outdoor event provides you with both a challenge and practical experience of how good leadership and followership is at the heart of any success.

M5: Financial awareness and cash management

Supporting your understanding of how Galliford Try manages and delivers finances.

M6: Constructing the future through projects

The focus of this module is to explore the generic practices used when delivering a project or task and how they drive the life cycles of these.

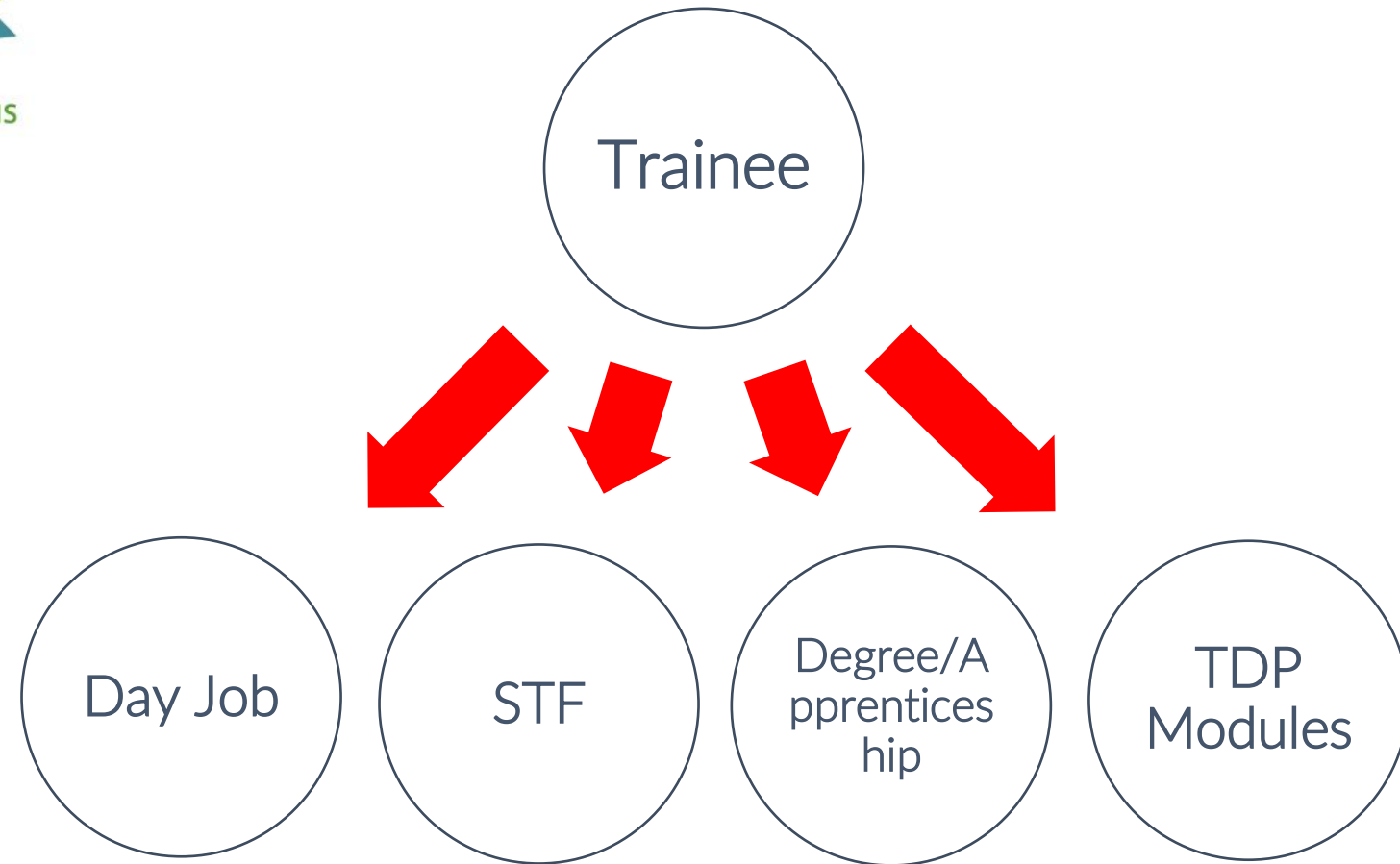
M7: Presenting the modern world

This is your opportunity to shine. Deliver a presentation in the virtual environment and show Galliford Try what you bring to the organisation.

Graduation event

A celebration event for our current year Graduating Class.







Welcome event

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Brand Ambassador

This session will introduce you to the GT Brand Ambassador expectation.

M1: Delivering passion

How to deliver effective presentations.

M2: It's all about the team

This virtual module invites you to deepen your understanding of yourself and the vital role you play within a team setting. By exploring fundamental concepts of self-awareness, followership and team behaviours, you will explore important insights in how effective teams are sustained, and how strong followership supports effective leadership.

M3: Strength in Practice

This outdoor event provides you with both a challenge and practical experience of how good leadership and followership is at the heart of any success.

M4: Constructing the future through projects

Module 4 highlights the relationship between leadership and followership throughout the dynamic stages of a project lifecycle.

M5: Presenting the modern world

This is your opportunity to shine. Deliver a presentation in the virtual environment and show Galliford Try what you bring to the organisation.

Graduation event

A celebration event for our current year Graduating Class.



EXPLORE



Thank you

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Creating the Next Generation in Partnership

Dean Sargeant, Telford & Wrekin Council

Gurpreet Gill, Amey Consulting



Telford & Wrekin
Co-operative Council

Amey

Background

THE CONTEXT



Difficulties in recruiting into technical roles

Location · appeal · market competition (public / private)



Limited professional qualifications across teams

Value of professional qualifications in local authorities



Established workforce

New talent, new ideas, new ways of working are needed to refresh capability



Telford & Wrekin
Co-operative Council

Amey

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MHA Annual Event 2026



The Aim

Develop an in-house apprenticeship programme

- ✓ Upskilling existing staff
- ✓ Recruitment of apprentices / technicians
- ✓ Increase in professional qualifications (and recognition)
- ✓ 4/5 year programme linked to academic study
- ✓ 'Fixed' apprentices in key areas such as drainage & structures
- ✓ Support from institutions including ICE and IHE



The Telford & Wrekin apprenticeship team

2021
Programme
launched

7
Currently on
the programme

5
Upskill
apprentices

The Challenge

150

applications received
for just 1 post

*Recruitment campaigns have generated
significant interest.*

The Local Authority Challenge

- ✓ **Recruitment Competition:** Public sector authorities face fierce competition from private markets for experienced technical roles.
- ✓ **Capacity Constraints:** Established workforces need fresh talent and upskilling, particularly across specialist areas.
- ✓ **Qualification Gaps:** Limited existing professional qualifications across internal teams create barriers to in-house mentorship.

The Apprenticeship Opportunity

- ✓ **Overwhelming Demand:** 150+ applications per post demonstrate strong interest in engineering routes.
- ✓ **Structured Support Needed:** High-potential degree apprentices require structured development and IPD tracking.
- ✓ **Mentoring Capability:** An accredited ICE & IHE pathway required experienced SCEs and DEs to mentor trainees.



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Partnership Approach

Telford & Wrekin Council: first local authority in the UK to partner with the Institute of Highway Engineers for professional development — an environment where apprentices can thrive and develop.

IHE / ICE Professional Development Partner

- ✓ **Access to training & development**
Structured routes to recognised professional qualifications
- ✓ **Professional qualifications**
Value of professional qualifications in local authorities

Support Through MHA+ via Amey

- ✓ **Mentoring capability & capacity**
Experience delivering training agreements
- ✓ **Developing degree apprentices**
A proven, repeatable model for professional growth





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Partnership Benefits

Structured support to help apprentices understand what good looks like.

STRUCTURED SUPPORT

- ✓ Regular development discussions
- ✓ Gap analysis
- ✓ Evidence reviews
- ✓ Professional feedback sessions

FEEDBACK THEMES

"Better understanding of what is required"

"Greater confidence"

"Access to experienced advice and guidance"

"Career planning support and development"

Programme Performance Metrics



+65%

IPD attribute completion – faster than un-mentored routes

A proven model

Mentorship from Amey has accelerated completion while maintaining outstanding retention across Telford & Wrekin Council.

Dedicated mentorship from Amey has accelerated IPD attribute completion by 65% compared to un-mentored routes, while maintaining outstanding retention across Telford & Wrekin Council.





Midlands Highway Alliance Plus

Value Delivered

Benefits to Telford & Wrekin Council

- ✓ **Talent Retention:** Investing in structured professional growth increases long-term loyalty and reduces recruitment turnover costs.
- ✓ **Technical Capability:** Builds highly competent engineers tailored to local authority delivery and community infrastructure needs.
- ✓ **Employer Reputation:** Positions the Council as a premier regional employer committed to professional qualification.

Benefits to Amey & MHA+

- ✓ **Knowledge Transfer**
Demonstrates practical mechanisms for transferring corporate mentoring expertise to public sector partners.
- ✓ **Social Value Realisation**
Tangibly delivers on framework commitment to upskill regional civil engineering talent.
- ✓ **Collaborative Leadership**
Sets an industry benchmark for joint public-private workforce development.





Department of Transportation
Transportation Division

Transportation Division
Transportation Division

proper mentoring, live projects



Dillard & Blakely
Executive Team

Power your passion
to achieve a better tomorrow



In 2025,

Key Benefits for Apprentices



Clarity on Requirements

Mentors break down complex ICE & IHE attributes into clear, achievable daily workplace objectives.



Accelerated Career Progression

Regular gap analysis prevents stagnancy and maintains steady IPD Online completion rates.



Enhanced Confidence

1-on-1 feedback sessions build professional assurance prior to institutional assessments.



Professional Identity

Trainees develop a strong sense of engineering ethics, safety standards, and lifelong learning early.



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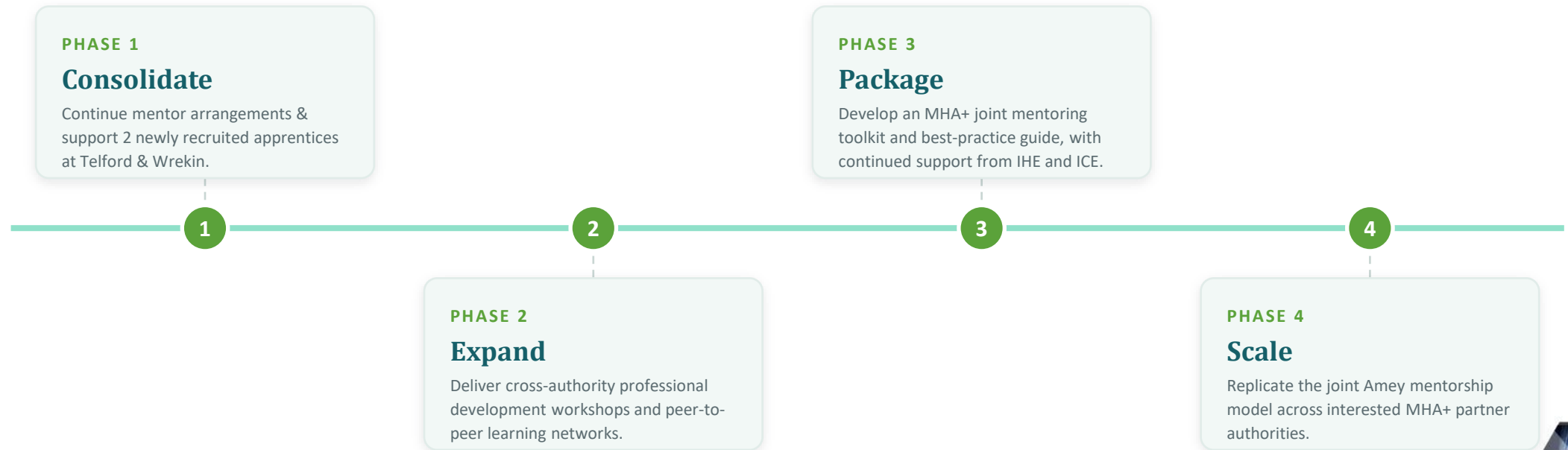
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Future MHA+ Scalability Roadmap



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THANK YOU



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Karen Notman, MHA+ Manager

MHA+ Professional Development

MHA+ will be working to address skills shortages

**2 new groups forming:
MHA+ Professional Development Group
& Next Generation Highways
Professionals Group**



Functions of the group

Skills Development Coordination

The group shapes and coordinates skills development activities based on priority training needs and member feedback.

Partnership Management

It establishes and manages partnerships with education providers, professional bodies, and suppliers to enhance learning opportunities and create a pool of mentors

Resource Accessibility

The group improves visibility and accessibility of resources like webinars, LMS modules, and recorded content for members.

Career Pathways and Succession

Supports structured career pathways and succession planning to promote strategic workforce development.

Group	Primary Focus
Professional Development Group	Strategic coordination of skills, training, and development activity, oversight of groups below.
Next Generation Highways Professionals Group	Support for apprentices, graduates, and early-career professionals in a peer setting
Mentors Group	Network of volunteers providing mentoring and guidance
Task & Finish Groups	Targeted work on specific skills gaps or career pathways



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Wrap up & Questions

