

Interior Systems Installer Apprenticeship Pledge



With changes to the immigration system adding to historical recruitment issues, Interior Systems Installation, across the three disciplines, drylining, ceiling fixing, and partitions installers is facing a skills shortage. Through the FIS Apprentice Employers Group, companies have committed to leading change, operating as a collective to tackle the shortage head on and to develop a sustainable and long-term strategy, working together to improve recruitment, promote positive careers and build a healthy training environment and culture across the sector.

This company hereby pledges to:

1. Take on a minimum of apprentices (representing % of our total average workforce) per year for the next 5 years.
2. Share information around starts, completions and any attrition to support benchmarking and wider sector learning through the FIS Apprentice working Group.
3. Ensure apprenticeships are built around sustainable roles and paid in accordance with [apprentice wage guidance](#).
4. Guarantee all apprentices are trained and qualified to [the recognised industry standard](#) and that, through this programme, we deliver the skills and experiences needed to support a sustainable career in our sector.
5. Provide apprentices clear progression opportunities and the chance to increase skills and competency throughout their apprenticeship and beyond.
6. Avoid actively working to entice apprentices and recent apprentice graduates from other Group members.
7. Work through the FIS Apprentice Employers Group to share best practice and support evolution of the Core Apprenticeship Standard and Syllabus.
8. Identify appropriate individuals and case studies within your apprentice cohorts to support wider sector recruitment efforts and consider appropriate representatives from your business to support the [STEM Construction Ambassadors Scheme](#).
9. Promote equality and diversity and combat discrimination in all recruitment activity.
10. Where feasible encourage our existing workforce to train to become trainers and assessors in support of the wider apprenticeship effort.

Signed:

Name:

Company:

Date: