

Commitment to hiring apprentices and trainees enforced

2 years ago



SBFM has pledged to increase the number of employees in ‘earn and learn’ positions over the next 5 years after joining the industry led young person’s recruitment initiative, The 5% Club.

This is a professional organisation which works with employers across the UK who are committed to “earn and learn” positions as part of building and developing their workforce.

The pledge recognises the company’s contribution to the continued development of all colleagues through ‘earn and learn’ schemes such as apprenticeships, graduate schemes, and sponsored student course placements.

In joining The 5% Club, members aspire to achieve 5% of their workforce in these positions – including apprentices, sponsored students and graduates on formalised training schemes – within five years of joining.

The company’s apprenticeship programmes continue to grow and, in 2022, it welcomed its largest apprentice and graduate cohort to date, with appointments across its finance, HR and technology divisions.

It is the latest commitment in the company’s People Strategy – with its colleague development programme now encompassing apprenticeships, mentoring, free workplace training programs and partnerships with educators and institutions to prepare colleagues from all backgrounds for careers in industry.

People and social impact director Kelly Dolphin said: “At SBFM we understand there is no single pathway into the working world, that’s why we have joined The 5% Club to reinforce our commitment to providing apprenticeships, mentoring, free education programmes and partner with educators and institutions to prepare colleagues of all ages for careers in facilities management.



“By joining this movement, we can continue to offer people a foot onto the career ladder – even when they may not have prior experience – and the chance to earn as they learn, and a clear pathway to access opportunities for long-term career development.”