

## Challenges:

High-rise buildings with brick facades are constructed in a very different fashion, not only to what was the market norm but also in respect to what apprentices had/were being taught. Historically brick buildings had a blockwork inner leaf and facades were self-supporting meaning that this method of construction was rarely used over 50 feet (5 to 6 storeys). Modern high-rise towers use a concrete frame with an inner skin made of a steel framed system with brickwork supported at floor level with a stainless-steel masonry support system. In addition, there are intricate fire safety and insulation works needed as well as the installation of off-site produced items.

This is a very different form of construction as the bricklayer, or bricklayers labourer, is required to carry out many of these works because of sequencing and build efficiency needs so Lee Marley were not simply in a position to hire in labour or outsource these works. These new techniques are called modern methods of construction.

## Impact:



### Diversity & Equal Opportunities



Sulaimaan joined at aged of 27, and he is new scaffolding apprentice



Ethan joined at age of 17 from Reading, Berkshire attends Reading college



Matteo joined at age of 29 and he is now working on London based project

In order to respond to the gap of skilled workers to meet the requirement of modern high rise towers, Lee Marley has introduced the apprenticeship programme into the business. However, figuring out how to design the programme, and also ensuring diversity and equality when delivering the programme, is the new challenge. Lee Marley have used the Supply Chain Sustainability School's resources to help the company in tackling these problems.

**Diverse workforce:** One of the resources used by Lee Marley is "Women in construction: plant operator training day". As a result, the company has introduced a few

## Fact box



### Company

Lee Marley Brickwork LTD

### No of employees

500+

### HQ

Woodley, Reading

### Website

[www.leemarley.com](http://www.leemarley.com)

### Main contact

Jun Yue  
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### Services

Brickwork, scaffold, and stonework

### About

Lee Marley Brickwork Ltd established in 1994 is a large sub-contractor operating within the south of England and Midlands. Subcontract packages of brickwork, scaffold and stonework are consistently delivered to high a standard which advocates Lee Marley Brickwork Ltd as one of the leading masonry contractors in the marketplace today.

female apprentices into their programme. Outside the apprenticeship programme, Lee Marley has also recruited more female workers into management-level and site-level roles.

**Inclusive apprentice program:** When Lee Marley has designed their apprenticeship programme, they have referenced the School resource: “Supporting young apprentices: Guidance for employers”. One of the sections in this resource - “Ways to support young apprentices” has provided the company knowledge that the apprenticeship programme should not just focus on young individuals, they should also include individuals going through continuing education. As a result, Lee Marley has stretched the age group from 16-27 for their apprenticeship programme.

**Tracking learning progress:** Lee Marley completes company assessments with the School every 3 – 6 months to stay updated. The questions in the assessment are comprehensive and includes a wide variety of sustainability topics. The assessment are a great way for the company to track progress of their improvement which helps to identify where focus is needed. The resulting actions plans helps the company filter the relevant resources they could use.

**Internal training:** There are some School e-learning module sections othat have been used as part of Lee Marley’s internal training. As the e-learning modules are designed to include video and questions at the end, it is much easier to be used as training content. One of the benefits gained from attending training sessions is that Lee Marleyhave access to the latest information and best practice from other companies. They are able to identify current marketing focus.

## Value gained:

The Supply Chain Sustainability School has had a noticeable impact on the business both internally and externally. The e-learning modules on a wide range of topics along with other resources has helped Lee Marley to facilitate their internal training programme including their apprenticeship programme and graduate programme. Externally, it has benefited the company to promote value in sustainability within the construction industry and improve the relationship with their clients as most of their clients are either a member or Partner with the School.

## Future proofing:

Lee Marley aims to share their case study with School members regarding the success of their apprenticeship programme and how the School has helped supported them on this journey. Lee Marley will continue to develop their apprenticeship programme and graduate programme to maintain a sustainable people resource. They aim to work in cooperation with main contractors and the Supply Chain Sustainability School to facilitate the competence of their workforce, and to make progress regarding the Section 106 requirements. Lee Marley also wants to share more of their experience and expertise with the School to the other members regarding the training experience.