



CASE STUDY

"Across Scotland, the construction sector faces a growing skills shortage. By taking on apprentices, we're doing our part to help close that gap. Every apprentice we train today becomes a fully qualified tradesperson tomorrow—someone who understands our standards, our methods, and the importance of delivering quality workmanship."



OVERVIEW

To celebrate Scottish Apprenticeship Week 2026, NFRC invited our members to spotlight their apprentices, share their story, and tell us more about the importance of apprenticeships and what they have to offer.



BACKGROUND

At Old Plean Roofing Ltd, we believe the future of the industry depends on the people we train today. That's why apprenticeships sit at the heart of our long-term approach to growing a skilled, confident, and capable workforce. As a business rooted in Scotland's proud construction heritage, we're committed to giving young people, and career-changers, the opportunity to learn a respected trade while contributing to real projects from day one.

BENEFITS OF AN APPRENTICESHIP

BY PAIRING APPRENTICES WITH EXPERIENCED ROOFERS, WE ENSURE SKILLS ARE PASSED ON THE WAY THEY SHOULD BE: THROUGH MENTORSHIP, GUIDANCE, AND REAL-WORLD PRACTICE.

Why are apprenticeships important for individuals and businesses?

- What do apprenticeships offer to the wider economy, industry, and society?
- What value do apprenticeships add to your business?

Apprentices bring more than just an eagerness to learn. They contribute new perspectives, modern training, and fresh energy to our teams.

Roofing techniques evolve, materials develop, and technology improves, so encouraging new talent helps us stay innovative and forward-thinking while maintaining a strong connection to traditional craftsmanship.

Roofing is a craft that's best learned through hands-on experience. Apprenticeships blend practical training on live sites with formal learning through recognised Scottish qualifications.

For us, roofing isn't just a job—it's a profession built on precision, safety, and pride. Apprenticeships give us the chance to pass on that pride to the next generation. We see every apprentice as an investment not only in our company but in the craft itself.

As a Scottish business, we're proud to invest directly in the communities we serve. Apprenticeships offer meaningful career pathways for local people, helping them gain valuable skills without needing to leave their area.

This strengthens our workforce, supports local employment, and contributes to the long-term sustainability of Scottish trades.

Employing apprentices benefits our business, our clients, and our community. Apprentices receive first-class training, earn while they learn, and build a rewarding long-term career.

Meanwhile, we strengthen our team with motivated individuals who grow into confident, skilled tradespeople that help deliver the high-quality roofing work we're known for.



Tell us about your role as an employer, how do you support your apprentices and ensure they have the resources they need to grow and develop their career?

We believe that great ideas come from the people who do the work. That's why we provide clear and accessible channels for employees to share feedback, raise concerns, and contribute to how we improve as a business.

Whether it's through direct conversations with management, toolbox talks, or regular team check-ins, we ensure that every member of staff has an effective voice within the company.

Listening—and responding—is a core part of how we continue to grow.