

# CELEBRATING 60 YEARS OF CITB NI

## A PARTNERSHIP WITH GRAHAM

**For six decades, CITB NI has been at the forefront of promoting skills, training and driving innovation within the industry in Northern Ireland. Among the numerous organisations that have benefited from CITB NI's products and services over the years is GRAHAM, a privately-owned, national construction and development company with Head Office in Hillsborough Co Down, known for its commitment to sustainable growth, people development, and industry-leading practices.**

Over the years, the ongoing support and guidance from the CITB NI team has contributed to helping GRAHAM maintain high standards of quality, safety, and efficiency across its projects. GRAHAM has extensively utilised CITB NI's products and services, including grants, training courses, and careers support.

GRAHAM operates with a turnover of £1.125 billion, maintaining a strong presence through its 17 regional offices across the UK and Ireland. Employing a workforce of 2,500, GRAHAM specialises in various core market sectors including building, civil engineering, interior fit-out, facilities management, and development management.

Central to GRAHAM's achievements is its people development strategy, which is embedded in a culture of Fairness, Inclusion, and Respect. This focus on employee well-being and development has earned GRAHAM prestigious awards, including Investors in People (IIP) Platinum and the company has been recognised as an "Investor in Diversity Gold", ranking 29th among the Top 100 Equality, Diversity, and Inclusion companies in the UK.

At GRAHAM, the importance of skills and training is high on their agenda. The company firmly believes that well-trained employees are crucial to enhancing project quality, efficiency, and safety. Continuous training fosters employee personal growth and satisfaction, leading to higher retention and a more knowledgeable workforce. Investing in skills development is critical to GRAHAM's strategy for sustained success, innovation, and sustainability.



GRAHAM currently employs 14 apprentices in Northern Ireland, highlighting its commitment to developing new talent and providing valuable on-the-job training opportunities.

Andrew Bill, Group CEO, said "We prioritise skills and training as essential components of our business strategy. The success of our business and the overall construction industry relies on attracting, engaging, and continuously developing a pipeline of talent to deliver a quality service for our clients and society as a whole."

Andrew Bill added, "One of the key highlights of working with CITB NI is their continued support and guidance. CITB NI have played a vital role over the last 60 years through their professional rigor, independent governance, and spearheading of a collective future-focused learning strategy. Always working collaboratively, with the interests of both small and large organisations at heart, they deliver solutions that ultimately make the industry stronger. We want to congratulate CITB NI on 60 years' service to the industry and look forward to continuing to work together to meet future challenges."



# CASE STUDY