

Building a workforce for the future

Holly Broadhurst – Senior Early Career Scheme Leader



The JCB Story

1945

2012

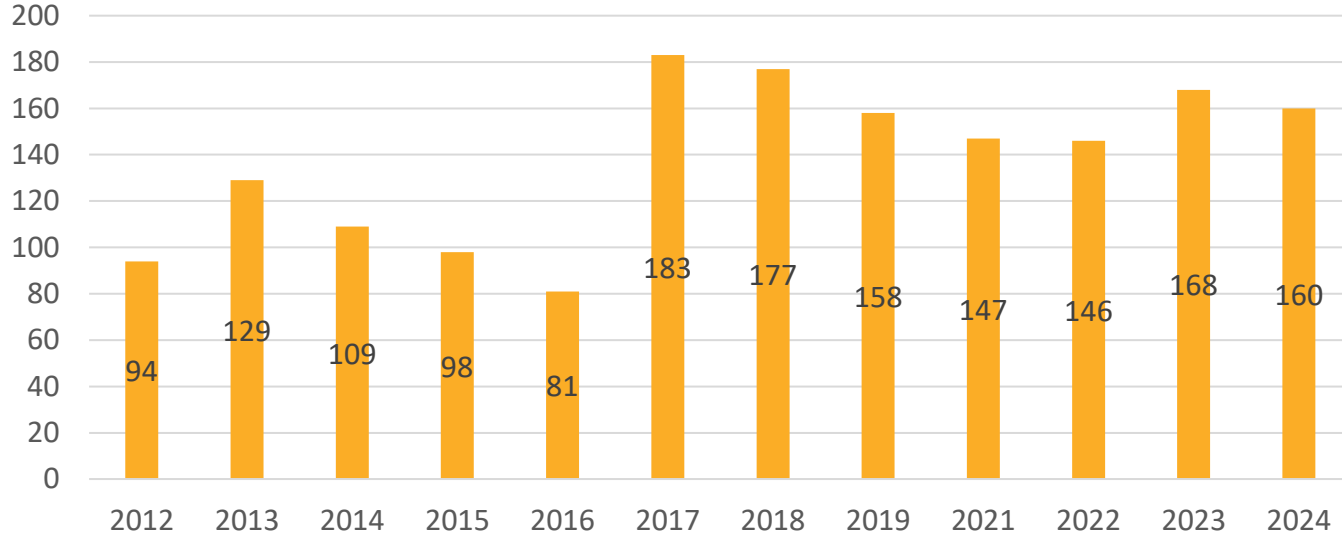
2017

2024



JCB Early Career Talent

2012 – 2023 Early Career Talent



400

Early Career Talent
On Scheme

160

intake for 2024

42 Schemes
across the business

93%

On Scheme Retention
Rate

84%

Off Scheme Retention
Rate 2016 - 2024

29

Live Training Providers

National
Macro Employer of
the Year
for Apprenticeships

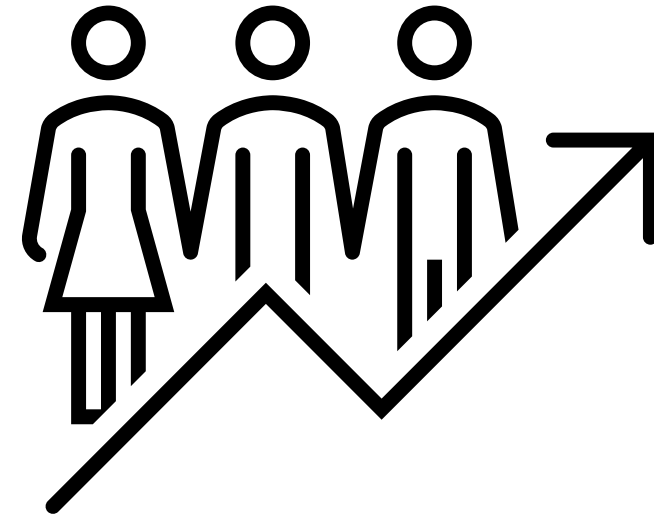
Preparing for Future Growth

**Proactive
to
growth**

Innovation is key
We are growing the skill sets
to support areas such as
Hydrogen
Electrification
Automation

Global Mobility
Opportunities for
early careers

**Building a
Workforce
for the
future**



Mission

Building a workforce for the future with the nurture and development of early career talent to successfully support JCB's 5 year growth plan

Aim:

Early Career Talent Workforce plan to attract, recruit and retain skills



Inspire, Engage & Attract

Creating a pipeline of talent for the future

Attraction & Engagement Strategy



Inspire
Age 5-10



Engage
Age 11-15

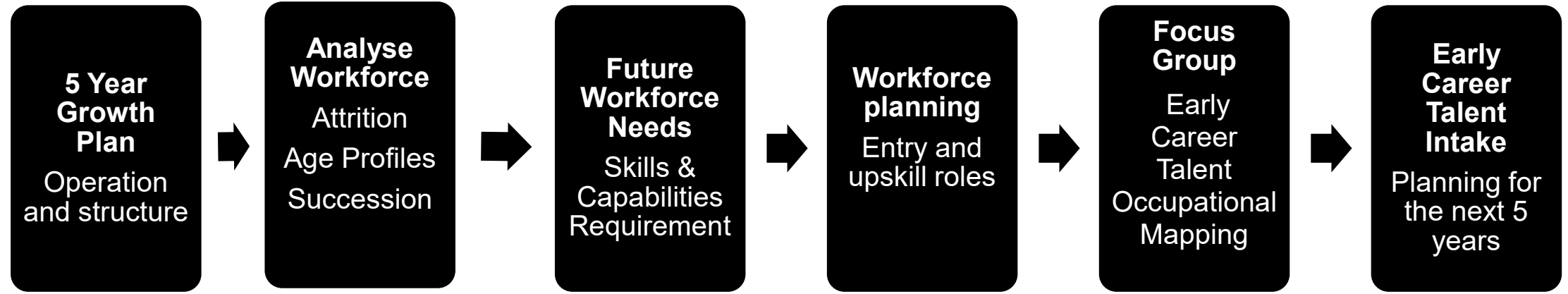


Attract
Age 16+

Building Capability in JCB

Talent in the right place at the right time

Workforce Planning



Driving High Performance

Retaining Talent

Career Pathways

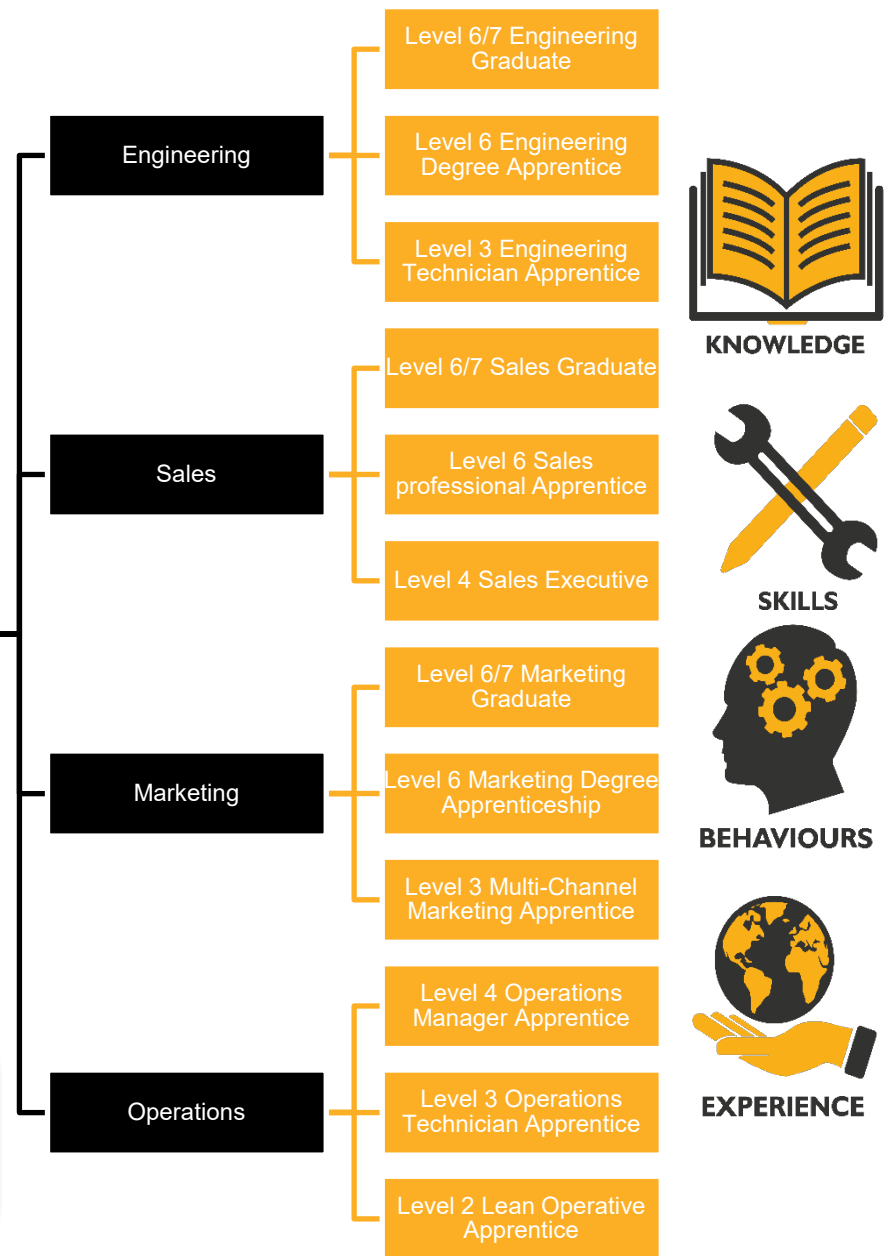


Post Scheme Development Plans

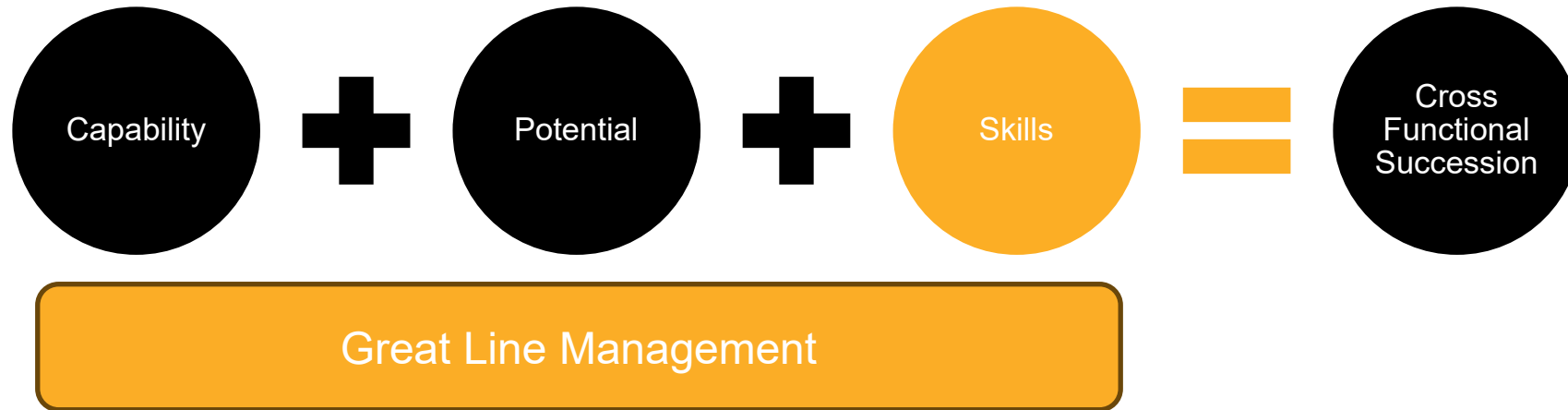
Global Mobility Opportunities

Talent Pools

Product



Succession Planning



Early Career Talent Alumni



My Story

