# Ri Cruden's Success Story: Growing with Skills Development Scotland's Assistance



**Ri Cruden Expands with Skills Development Scotland's Help**

Ri Cruden, an Inverness-based renewable energy company, has successfully expanded its operations with the support of Skills Development Scotland (SDS). Founded as a family business in 2005, Ri Cruden transitioned from heating services to renewable energy, growing from five to sixty employees. During a rapid growth phase, Director Callum Cruden sought help from SDS through their Skills for Growth program, which assists businesses in identifying and addressing their skill needs.

This collaboration resulted in the creation of an employer action plan, focusing on sustainable growth and efficient recruitment processes. SDS employer engagement executive Michelle Denoon aided Ri Cruden in establishing connections with local schools, colleges, and organizations to enhance their talent pipeline, particularly through apprenticeships.

Since then, Ri Cruden has increased its workforce from 42 to 60 employees and its number of apprentices from 12 to 18. The company has also won several awards, including the SME Employer of the Year at the 2024 Scottish Apprenticeship Awards and the Net Zero Apprenticeship Employer of the Year in 2023.

Ri Cruden continues to invest heavily in training, fostering a culture of continuous learning, and promoting gender equality, with an increase in female apprentices by 10% over the last year. The company also actively participates in developing industry qualifications, contributing to the future of apprenticeships in the construction sector.