

National Council for Work Experience Quality Mark



The Wates Group works hard in many ways to give young people an introduction into the construction industry. The Company understands that in order to meet the industry's demand for 85,000 more skilled workers over the next decade it must do all it can to attract the next generation of construction employees. In recognition of the quality of Wates' Industrial Placement Scheme - just one of the ways in which the Company attracts young people to the industry - The National Council for Work Experience has awarded Wates its Quality Mark.

Much more than work experience

The Wates Group Industrial placement scheme is so much more than a chance to acquire work experience. It is an exceptional and one time opportunity to gain first hand experience of a working business environment. The scheme offers summer placements or twelve month industrial/sandwich placement to students studying a relevant four-year sandwich degree course. Successful students can then be sponsored during the final year of their degree. Opportunities exist throughout the UK and vary to suit Wates' business needs.

All placement students, however long their placement, embark on one of the Wates Group functional training programmes. The value of this relationship is two fold: - to provide a trainee on placement a feel for the organisation and to act as an opportunity for the Company to see potential talent in action.

The principal benefits of the placement schemes include:

- The recruitment of high calibre trainees to fill functional roles (commercial, production, design, etc.) within Wates on completion of the training programme.
- The ability for Wates to develop broader skills and company knowledge to create a pipeline of talent.
- The positioning of Wates as an Employer of Choice for graduates and undergraduates entering the industry.
- Offering students an insight into the construction industry.
- Providing students with practical experience for the furthering of their careers.

Above all, it's about people



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Placement students, are recognised and considered to be an important part of the embedded 'People Programme' at Wates. The 'People Programme' has been designed as part of the Company's 2012 strategy to ensure staff have the appropriate level of skills and knowledge to take the Company forward.

Across the Wates Group, there are 130 trainees, a proportion of whom are currently on placement. Senior management has a strong commitment to all Wates' trainees, and this is visible by their input in the selection process and the quantity of applicants that it commits to training each and every year.

Within Wates, a steering group has been established to identify and build relationships with all level of educational establishments, and to promote and support the educational agenda with schools, colleges and universities. One key area that the Education Links steering group is looking at is supporting the new Construction 14-19 National Diploma. This support will take the form of support packs for college teaching staff, an interactive educational website that is written in conjunction with the curriculum. Wates was the first company to support a diploma pilot at Croydon College. This support took the format of placements for students and teaching staff, teaching materials and site visits.

The awarding of the National Council for Work Experience Quality Mark supports Wates' people agenda and its strong commitment to recruit students on placement and structured training programmes. The Quality Mark acknowledges the good work the Company is doing both now and in the future and demonstrates Wates' standards, increasing its application intake and will make it a placement/training employer of choice.



FOR MORE INFORMATION PLEASE CONTACT:

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