



THE MAKING OF YOU

Apprenticeship Programmes



redrowcareers.co.uk/apprenticeships-graduates/apprentices

 **REDROW**
A BETTER WAY TO LIVE

THE MAKING OF YOU

Quality is the cornerstone of our business – so from the moment you join us you can be sure that you will be working with and learning from the very best.

We need bright young people with drive and determination to help us to deliver more award-winning developments. If that's you, there could be big opportunities for you here. Earning while you learn, you'll get nationally recognised qualifications as well as lots of work experience under your belt, and all in a friendly, supportive team that takes your future very seriously.

As the company continues to grow and develop we continue to take on more apprentices in an increasing range of trade disciplines and support roles. Apprentices are the lifeblood of our company and the future of our business.

ABOUT US

Redrow is one of the most successful housebuilders in the UK. Over our 40-year history we have built a unique reputation for quality. As a business, we pride ourselves on creating beautiful homes and communities that people love to live in. And we apply the same level of care and attention to developing our apprentices and trainees, too.

CONSTRUCTION – AND MORE

It takes approximately 2,100 people to do what we do. Which means as well as all of our apprenticeships in trade skills from plumbing to brickwork you can also train in a range of other areas – from quantity surveying to business administration, civil engineering to architectural design.

GROWING COMPANY. GROWING CAREERS

We're a company that's growing fast. And we believe in supporting the next generation to develop along with us. Many of our apprentices go on to have permanent careers with us here at Redrow – developing to become everything from Site Managers to Civil Engineers. There'll be plenty of opportunities for you to shine too. Redrow is a vibrant business with lots going on. Right now, we have over 130 new developments across England and Wales – with plenty more in the pipeline.

WHY BE AN APPRENTICE AT REDROW?

A PASSION FOR DEVELOPING THE NEXT GENERATION

Over the last ten years, Redrow has trained over 450 apprentices. We're proud to be one of the City and Guilds Top 100 Apprenticeship Employers for three consecutive years.

At Redrow, 15% of our workforce is made up of apprentices, trainees and graduates. No-one is more serious about giving the next generation the opportunity to show what they're made of. Our dedicated programmes mean that you'll be working with people who are passionate about developing talent – meaning lots of support and new friendships. Throughout the programme you'll be partnered with one of our trusted mentors.

EARN MORE WHILE YOU TRAIN

Apprentice programmes are a great way to get qualifications whilst also earning a good wage. At the end of your programme you won't be left with a mountain of debt, and you will have the invaluable work experience. At Redrow we pay better than most, with wages for all of our apprenticeships being above the Government Standard.

LEARN FROM THE BEST

We're an award-winning housebuilder, renowned throughout the industry for the quality of our homes. That's why, wherever you join us, you'll be learning your skills from the very best. It really is the gold standard.

A CLEAR CAREER PATH

We're very serious about developing the careers of our apprentices. We make sure we've picked the most advantageous qualifications for you to study towards and we give you the support you need to attain them. We also provide clear career progression paths, so that those apprentices who stay on with us can see a clear route into management.

TRADE APPRENTICES

These are real hands-on apprenticeships, where you'll be learning a trade from some of the best people in the industry. As an award-winning housebuilder, renowned for the quality of our homes, you'll be able to develop your skills to the highest standards.

WHAT TO EXPECT

Our trade apprenticeships will give you a thorough grounding in your chosen trade with an award-winning company. Lasting over three years, they combine paid, on-the-job training and work experience with college-based study that will leave you with nationally recognised industry qualifications.

You can choose between apprenticeships in Brickwork, Carpentry and Joinery, Plumbing and Electrical and Groundworks. We are always looking to expand our apprenticeship offering with other trade disciplines as required by our divisions and developments – if you are interested in a particular trade, please let us know.

You'll work with one of our trusted subcontractors on a Redrow housing development that's local to you. You'll also attend a nearby college that's contracted to the Construction Industry Training Board or JTL training, our preferred apprenticeship providers. Your study will vary, depending on your apprenticeship, but everyone will complete a Diploma specific to their discipline, and reach NVQ Level 2 and the opportunity to progress on to Level 3 for those who perform well.



"I chose an apprenticeship because I was quite handy at building things and enjoyed woodwork. It was great to be earning money while I was learning a trade and I'll always have that trade to fall back on whatever else happens. Redrow is a growing business, so I know that there's going to be lots of scope to develop my career in different ways." - MATT

Matt joined us as an Apprentice Carpenter in 2007 and then embarked on our Trainee Assistant Site Manager Programme, earning an NVQ Level 3 in Site Supervision. Matt was made a Site Manager in July 2013.

OFFICE APPRENTICES

Redrow is a rapidly growing business, with award-winning products and big ambitions. With our commitment to developing the next generation's talent, it's a great place to launch your business career in the thriving construction sector.

WHAT TO EXPECT

With this apprenticeship, you'll provide vital business and administrative support to our thriving company. As well as gaining vital experience of the business world, you'll also be given a challenging role with real responsibilities of your own, where there'll be plenty of opportunity to use your initiative and impress those around you.

Initially, this will be a 2 year contract, which will give you plenty of time to attain your NVQ Level 2 in Business Administration. You'll complete this qualification at our offices, and you'll be visited on site by your NVQ Assessors. Perform well and you will have the opportunity to work towards your NVQ Level 3.

Depending on the department you are placed with, ranging from construction, sales or land to technical, customer service or administration, you will learn a variety of different skills and see a different side to housebuilding in the construction industry.

Impress us and at the end of the apprenticeship there could also be opportunities to join us in a permanent role.

"I've completed my apprenticeship and have developed a wider level of knowledge of the building industry whilst also gaining a great deal of knowledge on HR processes. Redrow focuses strongly on development and encourages all of its employees to undertake training and there are plenty of opportunities to learn new skills. Following the completion of my apprenticeship, I have progressed to work towards CIPD Level 3. As this is my first full-time job I did not know what to expect, but everyone made me feel part of the team straight away and I am really enjoying my role at Redrow." - JEMMA

Jemma completed a business administration apprenticeship with Redrow in our HR department and gained an NVQ Level 2 in Business Administration.



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**JEMMA
REDROW APPRENTICE
OF THE YEAR**

Jemma gained an NVQ Level 2 in Business Administration with Redrow's HR department.

TECHNICAL APPRENTICES

In this scheme, you'll join our highly-talented technical team. They're the ones who think about every single detail so that we create beautifully designed homes that have superb 'kerb appeal'. For each location, they create the architectural and engineering designs that will form the basis of the new development.

WHAT TO EXPECT

In this apprenticeship, you'll have the chance to learn about the whole housebuilding process, from the initial feasibility study on a piece of land to the delivery of final layouts to our sales team. Covering Architecture to Civil Engineering and everything in between, the programme is delivered over a two-year period, in partnership with Coleg Cambria. All our Technical apprentices complete a BTEC Level 3 Diploma in Construction and the Built Environment. You'll study for an NVQ Level 3 in either Architectural Design or Civil Engineering, on a block release basis.

For those who excel during the apprenticeship there'll also be opportunities to go on to study a fully funded degree and gain a full professional membership.

COMMERCIAL APPRENTICES

Every new home we build costs money. It's the job of our commercial team to make sure we're spending it wisely. Join them, and you'll learn how to deliver the best possible homes for the best possible price directly from the experts.

WHAT TO EXPECT

Based in one of our Divisional offices, our commercial apprentices have the chance to learn all about quantity surveying from some of the best in the industry. It's a two-year programme, delivered in partnership with the University College of Estate Management and the Royal Institute of Chartered Surveyors. You'll be based at Redrow offices, working towards your BTEC diploma and your Associate of the Royal Institute of Chartered Surveyors status. You will attend workshops along with other apprentices across industry, with coursework and online learning to complete and submit using the Virtual Learning Environment (VLE).

For those who make a real mark, there'll also be the opportunity to go on to study for your Higher National Certificate or degree and gain a full RICS membership – all fully funded by us. There really is no better way to start your career in the industry.

82%
OF APPRENTICES
go on to full-time roles



204

APPRENTICES
completed an
apprenticeship
from 2014-16

REWARDS & BENEFITS

If working for an award-winning company wasn't reward enough, you'll enjoy a comprehensive range of benefits from day one.

THESE WILL INCLUDE:

- **Competitive salary**
- **Annual bonus**
- **24 days' annual holiday**
- **Generous pension scheme**
- **Discounts on a variety of products and services** (Redrow+PLUS scheme)

HOW TO APPLY

To apply, you'll need to complete an online application at www.redrowcareers.co.uk/apprenticeships-graduates/apprentices

APPLICATION TIPS

We're looking for enthusiastic, energetic applicants who want to learn and develop.

Attention to detail and a desire to 'get it right' first time are really important.

If you have any experience in your chosen area of apprenticeship, make sure you talk to us about it! This could have been:

- **Work experience**
- **Hobbies**
- **School work**
- **Projects at home**

...or any other experience you might have.

Make sure you have a good CV with all of your contact details, grades or predicted grades included.