

Introduction to Crest Nicholson



'Crest Nicholson has been building new homes for 50 years and is firmly established as a leading developer with a passion for not just building homes, but creating vibrant sustainable communities'

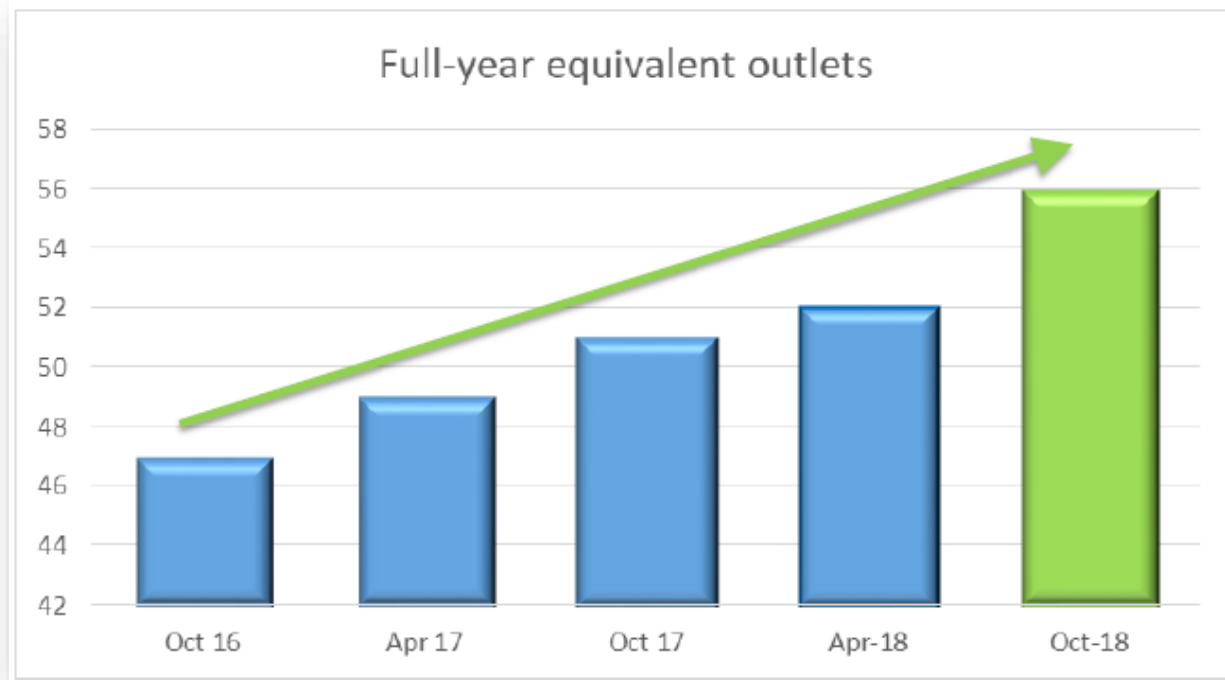
Who are we?

- 55 YEARS AND COUNTING
- 8th largest of the publicly quoted housebuilders
- Based in the South of England
- 6 Operating divisions and 2 specialist in Regeneration and Strategic Projects
- FTSE250 listed
- Award winning design



Our Strategy Drives Us

Managed growth of the business

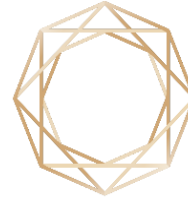


Crest Nicholson – Our Company

The Main Executive Board



Training Recognition



PRINCESS ROYAL
TRAINING AWARDS



‘At Crest Nicholson we invest heavily in quality training and career development options for our staff. It remains a priority for our business to support all members of our team in their learning and development, helping them fulfil their career ambitions and make a positive contribution to the business’. ***Patrick Bergin CEO***

Strong training commitment recognised in achieving a Princess Royal Training Award 2018

- 15% of apprenticeship programme are office apprentices
- 19% of workforce on training programme

Emerging Talent Programmes


Crest
NICHOLSON



**SITE
MANAGEMENT
ACADEMY**

Crest Nicholson Site Management Academy 2018

26 Crest Graduates



**92 Crest Apprentices
approx. 10% of
workforce**

Degree apprenticeships

Earn and learn - quickly become integral to each team

Consistency of team numbers

96 UCAS points (2017 tariff)

£27,000 cost against apprenticeship levy

56 month overall duration includes APC as end point assessment



Project Management Degree Programme

BSc (Hons) Construction Management Degree

Structured workplace training to develop the required competencies for job role

Assessment of Professional Competence (APC) through the Project Management Pathway.

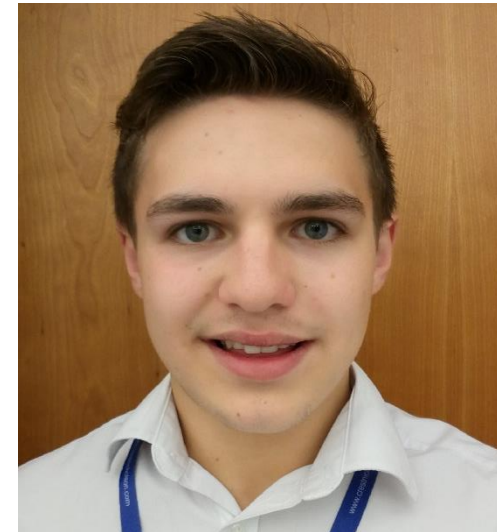


Drew Patterson year 2 technical apprentice

A level educated

Present Responsibilities –

- check site drawings
- Managing design consultants
- Managing project progress trackers
- Working alongside Technical Manager responsible specifically for Bicester site
- Managing RFI's for Bicester site



Drew Patterson



‘I joined Crest Nicholson last year on the technical apprenticeship programme rather than going to full time university, as this gives me the opportunity to learn as I go, whilst getting a great salary, and becoming part of an amazing team that support me with not only experiencing the construction industry and a working environment but also help me progress with college apprenticeship work.

Best of all, I will gain a degree in construction without all debt and along with many benefits, such as work experience, progression in a professional company which can lead me to a management role in the future.

Gavin Bourne Technical Executive CNR team



‘The Graduate route doesn’t suit everyone and the Crest Nicholson apprentice scheme gives a wider breadth to our emerging talent pool of recruits. This gives young people great opportunities with exactly the same prospects as the graduates within the workplace at an earlier stage of their career’

Return on apprenticeship levy

Approximately annual payments £216,000.

Monthly funds available £21,000

CITB Apprentice Grant recovery £183,000

Graduate recruitment can be costly and time consuming.



The JobReady Programme

Started in May

Already established successful track record

80% conversion rate

JobReady provides a pathway for Technical, Surveying and Construction
Talent into our industry

Short course

JobReady gives candidates entry level skills allowing them to add value to
your business immediately

For further information or if you need a Trainee Technical Coordinator

Please contact rupert@jobready.uk

or visit www.jobready.uk



JobReady
BRIDGING THE GAP BETWEEN EDUCATION AND INDUSTRY

This is easy.....

We can help tackle the skills shortage by reviewing our recruitment pools and using the apprenticeship levy as wisely as possible!

Summary

- Crest Nicholson are expanding apprenticeship scheme
- Retaining graduate scheme
- Strengthening emerging talent programme