



DEVELOPING FUTURE TALENT

CASE STUDY



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Amid a nationwide skills shortage, it's vital our industry meets its recruiting challenges with an innovative and appealing solution for our workforce of the future.

As part of our commitment to value and invest in our team, we are providing excellent opportunities for education and work experience, with training programmes that are proven to fast-track career progression.

Among them are several schemes designed to harness the enthusiasm and drive of our young workforce and help them to meet their full potential. Our sponsored degree programme provides a great alternative to the traditional university route – combining on-the-job learning with a fully funded degree, while

our graduate development programmes are open to those who have already graduated and want to gain paid for work experience across a variety of housebuilding disciplines.

This multi-layered approach to training is what sets Redrow apart within the housebuilding industry, providing opportunities to under-graduates and post-graduates alike, and enabling those with enthusiasm, drive and determination to become the future of our business.





SPONSORED DEGREE

Key facts

- **Launched in 2017**
- **Fully funded BSc degree in Construction Management**
- **Combines a paid job with a three-year course**
- **A first of its kind partnership with Liverpool John Moores University and Coleg Cambria**

Created in 2017, as part of an innovative partnership with Liverpool John Moores University (LJMU) and Coleg Cambria, our three-year sponsored degree programme teaches participants the skills needed to work in a range of departments. Initially open only to existing Redrow employees, we launched the programme to school leavers in 2020.

The first dedicated degree of its kind, it provides an unrivalled

opportunity for those leaving sixth form or college to embark on a career and a university degree in tandem.

Fully funded by Redrow, the course provides a deep dive into housebuilding skills, like project management and negotiation, right through to relevant aspects of law, maths and economics.

In addition to undertaking a paid job, where participants gain hands-on experience, we pay for trainees to complete a BSc degree in Construction Management.

This generally includes six block weeks of learning per year that are taught in partnership between LJMU's Department of the Built Environment, Coleg Cambria and Redrow's own business experts. A one-week block release takes place around every six weeks,



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with all accommodation and travel costs covered by us.

Participants graduate with exceptional potential to continue working in a full-time role with us, with the bonus of three-years' work experience already gained alongside their degree.

This is in contrast to those attending university full-time to study, who may leave with less relevant work experience and, potentially, a large amount of student debt.

Our sponsored degree course is open to participants who have completed three A-Levels (achieving a minimum of 112 UCAS points) or an equivalent Level 3

Qualification in a construction-related subject.

Our students are assessed in a variety of ways including presentations, group projects, exams, coursework and a final year dissertation project. The course also involves rotational placements in each of our departments from technical through to land – gaining an insight that's only possible when immersed in on-the-job learning.

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SPONSORED DEGREE CASE STUDIES:

Jasmine Parker, based in our Lancashire division, is currently undertaking the three-year degree in Construction Management. Jasmine joined us after her A-levels and despite being the first in her family to join the industry, she had an interest in housebuilding since she was 11-years-old. Committed to study and work, with equal enthusiasm, Jasmine loves the benefits of

learning on the job and being able to ask colleagues for help with her studies. The course includes everything from maths to quantity surveying and she is currently on her second construction rotation. Jasmine acknowledges her colleagues, tutors, and the training Redrow provides, for giving her industry knowledge that is vital for her future success within the business.



Fellow undergraduate Adam Shakespeare, based at our Yorkshire headquarters, said:

“With a reputation for being the ‘best of the best’ Redrow was my first choice when I chose a business to undertake my sponsored degree programme. I was attracted by a booming industry and a good paying job and Redrow appealed thanks to their standing in the industry.

“I have acquired many skills, from communication and time management to more specific ones for the industry like software skills such as Computer Aided

Design and a basic understanding of construction and how Redrow prides themselves on quality and customer satisfaction.

“I would certainly recommend this role for others who were considering coming into the industry, if you want a career in construction or a change from your current role, this is 100% for you. From my experience, Redrow always has employees’ interests at heart, they promote from within wherever possible and invest in training and education. For a big PLC, you don’t feel like a number.”



GRADUATE DEVELOPMENT PROGRAMMES:



- **Open to university leavers**
- **Competitive salary**
- **Mentored by business leaders**
- **A proven fast-track route to management roles**
- **Discipline-specific programmes and a rotational training programme providing experience across departments available**

Redrow's provision for graduates is an influential factor in our strong reputation for encouraging and developing young talent.

Our Graduate Development Programmes are designed to create the Redrow directors and senior managers of the future and drive us forward as an industry-leading home builder.

The rotational graduate programme caters for emerging talent by offering each graduate on the course a number of placements within various Redrow departments, before they decide to specialise and pursue a career in their chosen discipline. This could be in land and planning, technical, sales, construction or commercial.

Graduates are mentored by high-level management, including our managing directors, and given the chance to work on live and exciting projects to gain skills and experience to empower them to lead in the future.

Our Discipline Specific

Programme offers the opportunity to be mentored in a specific department by some of our most experienced people.

Over a two-year period, our graduates are supported to develop their knowledge and skills through structured training and careful guidance.

Over the last decade we have recruited close to 250 individuals onto graduate programmes and we took on more candidates than ever before in the 2021 / 2022 cycle.

This high calibre and industry leading training programme, offers a competitive salary and aims to help talented, ambitious and passionate graduates to gain skills and experience to accelerate to senior management or director level.

To date, our Graduate Development Programmes have enabled us to promote a steady stream of successful participants through our ranks to leadership roles.

GRADUATE CASE STUDIES:



With a love for architecture and interior design, **Isabelle Renn** was an ideal candidate for the programme. Now based on site, with the Southern Counties division, Isabelle said:

“Following my studies in Real Estate at Oxford Brookes University, a career in the housing industry appealed, thanks to the variety of roles on offer and an extensive career path ahead.

“I applied to Redrow because they offered flexibility with the opportunity to experience a variety

of departments and roles before deciding on a final career path.

“The role gives graduates the opportunity to learn about all the build stages from land acquisition and planning right the way to completion and therefore provides a fantastic overview of the house building industry. I plan to continue my rotational programme at Redrow for the next 12 months and then hope to gain a promotion to continue working my way up the ladder.”

With a master's in Mechanical Engineering and Industrial Management, Hinesh Patel joined the graduate programme with our Midlands division, having previously worked in the energy sector. He said: “As someone who loves to learn, with an open mind about my career path, the programme allowed me to see housebuilding from different angles.

“What stood out to me was the opportunity to learn from different departments alongside industry experts in their field on the overall housebuilding industry. It was a chance for me to pursue a career in an industry I have always been fascinated by and see the bigger picture.

“To watch a site go from an empty field to a developed community, benefiting hundreds of people in the local area is something I wanted a career in. I chose Redrow because of its proud reputation of building high quality homes. They also provide excellent benefits and rewards for employees, such as company cars, a pension and discounts on hundreds of retailers.

Furthermore, Redrow encourage personal development to help employees be the best they can be, through training, qualifications and new experiences.

“I have now started my final placement, which is in the technical department, currently working with the design and planning team. I am really enjoying the learning in this new department and have been involved in so much already in such little time.

“I would definitely recommend this role to anyone who has an interest in a career in housebuilding. We get the unique opportunity to see from an internal perspective the whole process and everything in-between.”

Based in our NW division, Amanda Hollins is now an area sales manager three years after completing the graduate rotational programme. She said: “The programme offers an amazing opportunity to be mentored by the divisional directors, who are able to share a wealth of experience to help your development within your chosen discipline. I had some great



mentors through my scheme and the opportunity to rotate around all key departments allowed me to gain an understanding of different areas of Redrow. It gave me a good foundation, from which I have since been able to develop my career further.”

Both our Sponsored Degree and Graduate Development Programmes provide high quality, sustainable talent to meet our future recruitment requirements. Find out more at our careers website: www.redrowplc.co.uk/careers.

