

Quality Homes in Quality Neighbourhoods



St. Leger Homes

OF DONCASTER

Trade Apprentice Scheme

Presented by: Blaine Baumber

SLHD Apprenticeship

- We currently have 41 trade apprentices varying in age from 17 to 38 and we will be setting on a further 10 in July
- The trade apprentices we have now consists of 17 Plumbers, 10 Electricians, 8 Joiners, 4 Gas fitters and 2 Bricklayers
- We have young ladies, (2 Electricians and 2 Plumbers) we have apprentices from the BME community and we have a good cross section of the Doncaster community in general



Apprentice Intake

- We're recruiting right now for apprentice Plumbers, Electricians, Joiners, Plasterers and paint and decorators
- Everyone that applies will be invited to come to Doncaster College and sit the initial pre selection test
- All successful candidates will receive a full 3 or 4 year apprenticeship



Improved Recruitment

- We are now actively targeting females, BME and older students
- Working closely with local schools, colleges
- Enlisting the help of female and BME apprentices when visiting local schools
- Enlisting the help of groups such as SET and JIVE, Connexions' and CITB
- Dispel myths about our workforce



A Positive Induction

- A positive induction is a vital first step
- It demonstrates we care about our staff
- It gives a positive and professional impression of SLHD
- It give the apprentice a prospective of the company and a sense of belonging
- It gives a chance to break the ice



Induction

- All apprentices will attend a standard full day induction held by Bentley Training Centre
- A second, half day induction will then be held in the Boardroom at St Leger Court
- Apprentices will meet senior management and be introduced to their line manager
- The apprentices will receive an induction pack and a **full good quality tool kit**
- The second half of the day will spent at the depot meeting staff and becoming familiar with the new surroundings



Best Opportunity

- Apprentices will spend their first twelve months working in void properties
- Apprentices will spend around 6 months with each tradesman, this will enable them to learn new skills and develop more as individuals
- Part of the training will involve apprentices spending time with other trades



Working in Partnership

- Apprentices in their second year will spend 4 to 6 weeks working with our Partners, Bramall Construction, on New Build sites around the region
- Apprentices working for Bramalls will have the opportunity to come and work with SLHD



Monitoring

- A new monitoring system has been put in place
- Apprentices have reviews with their line managers and mentors every month
- Doncaster College carry out quarterly reviews
- Monthly meetings between ourselves, Doncaster College and Bentley Training Centre
- One point of contact



Appreciation

- To show our appreciation for the hard work, effort and achievement of our apprentices we have now developed an apprentice of the year award
- Each year (first, second and overall) will receive an award and a prize.
- An award ceremony will be held and parents and partners will be invited



Application

- If you would like any information on an apprenticeship with St Leger Homes, or you have any questions, please contact
- **Dave Crookes**
Apprentice Co-ordinator
Bentley Training Centre, High Street, Bentley
Doncaster, DN5 0AA
Tel: 01302 (8)62659

or apply on line at www.jobsdoncaster.co.uk

Thanks for Listening

