

PERSIMMON BRIDGES THE GAP WITH LAUNCH OF PIONEERING TRAINING SCHEME

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The UK's second largest housebuilder, Persimmon Homes is continuing its campaign to encourage and develop talent within the housing sector. The company has already embraced the government's call for more apprenticeships with more than 300 young people on active schemes across the country. Now Persimmon is introducing a programme designed specifically to train site managers of the future.

John White, Persimmon Group Chief Executive who began his own career as a bricklaying apprentice, is passionate about the subject. He explains: "It is essential that we encourage young people into the sector and enhance their skills through ongoing training and development. This can only benefit our business and the industry as a whole.

"Persimmon's Site Manager Development Programme is a comprehensive training programme for individuals who have completed their apprenticeship and wish to train for a managerial role. The course bridges the gap between current apprenticeships and the accredited schemes available for site manager training through colleges around the country. The transition from being an apprentice to becoming a site manager is more structured and the valuable hands-on experience is gained on the job. "

Persimmon has recently finished the programme's initial trial, which is now being rolled out across the country. An industry first, the scheme aims to develop site managers of the future who are fully competent to run their own site with in-depth knowledge and a full understanding of the company's processes and procedures.

The four year programme will be site based with a short office placement and shadowing experience from an established site manager.

After two to three years on the programme, individuals can expect to be promoted to Trainee Site Manager and following successful completion of the NVQ Level II Site Manager Accreditation Programme, are expected to move on to become Assistant Site Managers working on a large development in preparation for taking responsibility for their first site.

John added: "Individuals may decide that this is not the career path for them in which case they will be guaranteed a position back in their trade within the first two years of the programme. From the company's perspective, it is imperative that we support and develop people, encouraging their progression whatever direction they choose.

"I am confident that this step will ensure Persimmon's continued growth and look forward to developing further schemes over the coming years so that we can nurture our own teams, not only for the long term benefit of our employees and the company, but the industry as a whole."

Mark Butler (25) from Kettering, who is in his first year of the programme at Persimmon's Caitlands development in his home town, is delighted that Persimmon has introduced the scheme. He comments: "When I started in the building trade to begin with I saw the job as a short term option. I then realised that the industry did offer people excellent career paths and put my effort into getting trained

to progress up the ladder.

“I am currently working towards completing my HND in Construction Management and look forward to finishing off with a degree in the next three years. The Persimmon Site Manager Development Programme is a really effective and worthwhile way of introducing people to the world of site management offering hands-on training whilst gaining the academic qualifications at the same time.

“I am half way through the first stage of the programme and look forward to becoming an Assistant Site Manager by the end of the year and managing my own site in the not too distant future.”

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