

# WORK EXPERIENCE

## PLACEMENT WORKBOOK



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At Wates we are passionate about **promoting the built environment as a career of choice not chance**. We believe that work experience is a great way to **inspire careers in construction** and provide people with an initial taste of the industry, and provide a stepping stone into longer term work or training,

This placement workbook will provide you with information about Wates and assist you in getting the most out of your placement with us

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## 1. BENEFITS TO WORK EXPERIENCE



Wates is committed to raising aspirations and encouraging people to make positive changes to their lives by showcasing construction industry as a career route. One of the ways in which we do this is through offering work experience placements to help students make informed decisions about their first career steps.

Work experience is about giving people a chance to spend a period of time on an employer's premises carrying out tasks or duties similar to employees.

Offering work experience allows students to have :

- A chance to explore opportunities in the industry
- Shadow or work alongside industry professionals
- Build employability skills such as good communication, presentation skills and team working
- Gain first hand experience of working conditions in a number of different environments

## WHY WATES OFFER WORK EXPERIENCE

Construction offers a huge range of diverse job opportunities, Wates recognises that the industry needs to actively compete to recruit and retain a workforce capable of delivering the wide range of projects required across the UK. One of the ways to do this is to offer engaging work experience to young people or career changers allowing them to build connections and get a real insight into the industry.



*Inspiring the next generation!*

Providing a great work experience placement can take a lot of planning but there is a real reward for Wates in doing so.

A way to identify future talent for the business and build a diverse and inclusive workforce

Tackling skills shortages by attracting more people into the industry

Helping employees build on their mentoring and management skills

Meeting contractual / planning or Section 106 commitments

Opportunity to showcase how construction involves interesting and fulfilling career options

Changing perceptions of students, parents and teachers



## 2. A bit about us:



Largest privately owned construction company in the UK

Family owners with strong family values

Our people are at the core of our success

Structured progression in to professional role

Wates Group is one of the largest, family-owned construction services companies in the UK, whose values, long term vision and financial independence have enabled us to thrive throughout the economic ups and downs of more than a century.

Our mission is to build a £2 billion business by building a balanced business across the three sectors of Construction, Property Services and Property Investments. We operate nationwide and have over 120 live projects, and boast £1.2 billion turnover employing over 4,000 people nationally.

As a family-owned business we know that our people are at the core of our ongoing success. We are proud to say we have been reaccredited the Investor in People Gold recognition award, putting us in the 2% of companies awarded with Investors in People.

### Our Values

At Wates, we all want our business to be the very best. Being the best means upholding the great reputation Wates has built over the years. Our five values have been with us throughout our development as an organisation and is at the core of the way we think, act and do business with our customers and suppliers. The Wates Way is underpinned by the family values that the Wates family brings to the business.

Our values are:

**Integrity:** Our relationships are built on trust. We will not compromise on maintaining the highest safety standards. Our reputation matters to us.

**Intelligence:** We take an intelligent approach to everything we do. We pool our skills and energies in pursuit of the best solutions.

**Performance:** Delivering value for our customers, partners and shareholders is the focus of our work. We work hard to generate excellent results.

**Teamwork** We are committed to realising our vision through teamwork. Our people and our processes work together in a connected and seamless way.

**Respect for people & communities:** We strive for an inclusive culture based on mutual respect. We respect each other, our suppliers, our customers, our partners, our communities and society at large.

#### Our Vision

To be the most trusted partner in the built environment, safely delivering high-quality services, products and investments, on time and on budget, every time.

#### Our Mission

To build a £2 billion business by building a balanced business across three sectors of Construction, Property Services and Property Investments.

## Our Business

We have 5 divisions under the Wates Group umbrella that deliver a range of projects and services.



### Construction



Our Construction business specialise in finding the most intelligent and creative ways to design and construct outstanding buildings across a range of sectors. Led by a team of knowledgeable experts, we have a strong focus on building safe and quality structures from the ground up and a proven track record in all our core markets. The award of Construction News' Contractor of the Year in 2017 is a testament to the quality of our projects, our client satisfaction and our approach to the communities in which we work.

### Smartspace



Our Smartspace business delivers high-quality fit-out, refurbishment and maintenance services, developing smart solutions to optimise the performance of our customers operating environments. This allows us to focus fully on their core business. We deliver a variety of projects, ranging anywhere from £5,000 to £25 million and key customers include commercial offices, broadcasters, retail, airports, developers, banks, distribution centres and public sector premises.

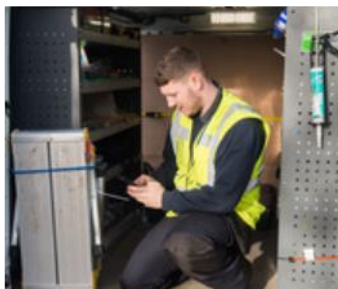
### WRDG



Our Wates Residential Developments Group business comprises of Wates Developments and Wates Residential business

- Wates Developments: Wates Developments specialises in land, planning and residential development throughout Southern England, with a large and growing portfolio of potential housing development land.
- Wates Residential: Wates Residential develops housing schemes together with the public and the private sector, helping to tackle the UK's urgent need for new housing. As well as building and selling homes to the public we also provide affordable homes for social landlords, such as local authorities.

### Wates Property Services



Our Wates Property Services business comprises of Wates Living Space and Wates FM

- Wates Living Space: Provides planned and reactive maintenance services to over 5000,000 homes in the UK social housing sector every year, we love to support the regeneration of communities, breathing new life into properties and creating living spaces that people are proud to call their homes.
- Wates Facilities Management: Working with over 85 customers across a range of industries and environments, nationwide, we use our engineering and technical excellence to deliver hard and integrated FM services; planned and reactive maintenance solutions to single and multi-site operations.

### SES



Our SES Engineering Services business specialises in the planning and delivery of mechanical, data and electrical services across a whole range of projects. Operating with an exceptional level of technical authority, we love collaborating with our clients to make sure that their environments and spaces function just as they need them to. We continue to grow a large portfolio of high-profile and important projects including winning a multi-million-pound contract to work on the historic Queensferry Crossing in Scotland.



## Some of our projects

### V&A Museum %



#### Construction: 170 Weeks

#### Project Value: £38 million

Sandwiched between three existing Grade I listed buildings, the original boilerhouse was demolished and excavated to a depth of 15m. Together with adjacent refurbishments, it creates a double-height underground gallery, courtyard café, shop, education spaces, support facilities, alongside a new museum entrance.

### Northern Estates Programme



#### Framework: Northern Estates Programme (NEP)

#### Construction: Started in 2019

Wates have been appointed framework contractor for the restoration and renovation of a series of buildings on Parliaments Northern Estates. The work will ensure they are safe, accessible and efficient for future generations.

### Marks & Spencer



#### National Delivery

#### 14 Years client relationship

Wates Smartspace has a long standing relationship with M&S and has been working with the retailer for over 14 years on a range of fit-out and refurbishment projects. During this period, Wates have delivered in excess of 500 projects across the UK and Ireland.

### Royal Mail



#### National Delivery

#### 10 Years client relationship

Royal Mail selected Smartspace as the sole provider of its Northern Infrastructure Strategy to upgrade and modernise the business' nationwide mail centre network. Smartspace has delivered four major mail centre improvement projects at Aberdeen, Tyneside, Birmingham and Chelmsford, in addition to the completion of a 19,300ft<sup>2</sup> single-storey delivery office in Blackpool.

### Hounsome Fields, Basingstoke



#### In 2017, Wates Developments achieved planning consent and the subsequent sale of Hounsome Fields in Basingstoke.

After strategic planning promotion and extensive public consultation, planning was secured on the 44 hectare site for 750 private and affordable (40%) new homes – a major development for the town. The land was successfully sold to Linden Homes in 2017.

### Erith Park



#### Project Value: Phase 1 £60m & Phase 2 £63m

A partnership between Wates Residential and Orbit Group was formed in 2012 to transform the former Lerner Road, a local authority owned high rise estate, into what is known as Erith Park. The first phase was completed in Nov 2015 providing 342 new homes. A further 244 mixed tenure homes have been developed through the second phase.

### Birmingham City Council

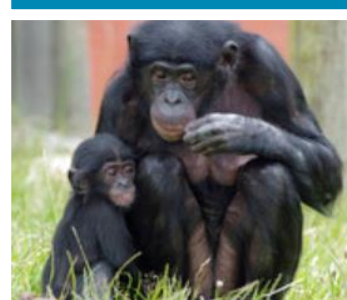


#### Duration: 4 years

#### 90,000 repairs each year

Birmingham City Council appointed Wates Living Space in Nov 2015 to deliver its flagship responsive repairs and maintenance programme across the city. Living Space is responsible for maintaining the largest area awarded to a single maintenance provider by the council. This includes approximately 12,644 properties in West Central Birmingham and 18,363 properties in East Birmingham.

### Twycross Zoo



#### Wates Facilities Management have been providing services for Twycross Zoo since June 2016

Twycross Zoo is an award winning conservation charity which sits across 80 acres in Leicestershire. With over 500,000 visitors per year, Wates FM provide services that include M&E, fabric maintenance, minor project works and horticulture.

### Bet 365

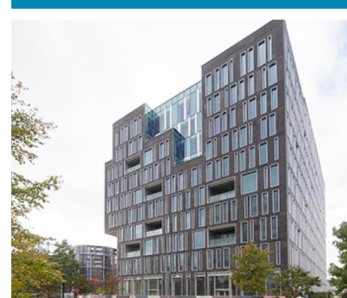


#### Project Value: £7.4m

SES completed a £7.4m mechanical and electrical (M&E) contract to deliver a new flagship building for bet 365 – the world's largest online gambling company.

With more than 2,000 lights and 60,000 metres of cable requires in the electrical installations, the use of the latest digital engineering practices and SES' leading BIM system was essential to ensuring the effective co-ordination and fit out of the various design elements.

### Kings Cross – S2 Building



#### The role of SES in the development of this 11 floor, 180,000 sq ft office building was to deliver the mechanical, electrical and public health services.

For S2, SES deployed their market leading digital expertise, using the latest BIM technology. SES became the first M&E contractor to achieve the Building Research Establishment's (BRE) BIM Level 2 certification, now mandatory for all Whitehall procured projects.