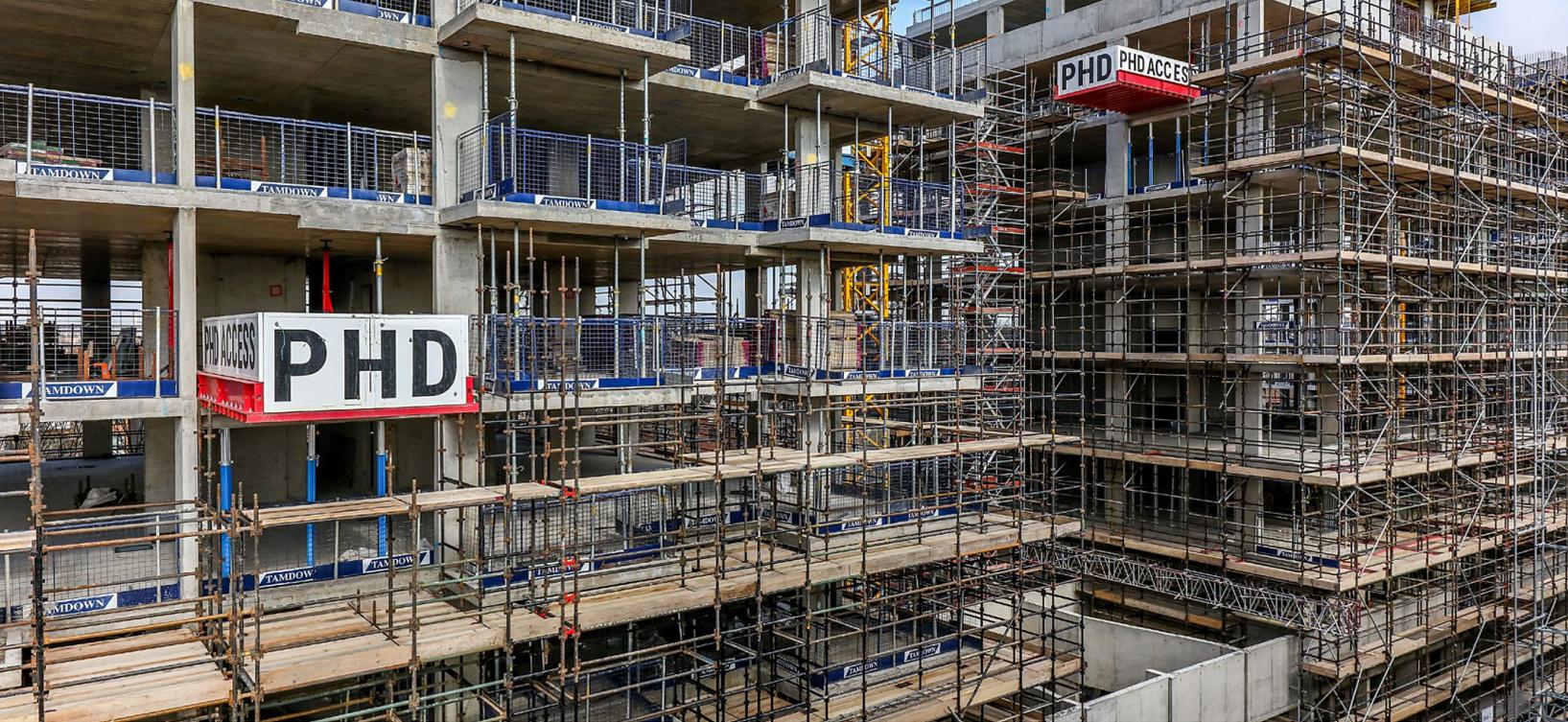




YOUR NEW CAREER STARTS HERE

Your guide to the PHD Apprenticeship Scheme





About PHD Modular Access Services Ltd

In 1984, Bernard C Dwyer founded his scaffolding and temporary access company, then called PHD Scaffolding Ltd, in London. During the next few years PHD worked for some of the top companies in the UK, including British Rail, BBC, BP, ITV, Thames TV, Bovis, Langs, Costain and many more.

Today, PHD Modular Access Services is an international award-winning scaffolding and access provider, with a strong focus on delivering innovative solutions that exceed client expectations. In our 35 years experience, we have worked on bespoke and high-end projects in the UK, Ireland, Denmark, Dubai and the Bahamas.

We have delivered iconic projects across the world, such as the Victoria Tower, Marylebone Station, One Hyde Park, London Stadium for the 2012 London Olympics, Great Ormond Street Hospital, Boyne Bridge, Terminal 2 at Dublin Airport, the grand opening for the Atlantis in Dubai, King's Cross Station, Cutty Sark and Battersea Reach.

Our work can currently be seen on the Elizabeth Tower, Berkeley's Chelsea Creek, Barratt's new Hounslow quarter, GEQ, AstraZeneca, and Elephant Park.

At PHD, we encourage all our staff to work towards our three core values; professional, honest and dependable, whilst also reinforcing our mantra 'Safety By Choice, Not By Chance'.

Our values motivate us to ensure people and safety remain paramount in all that we do. Our aim is to attract, develop and retain skilled and motivated people who share our values and interests and enjoy what they do. We are always looking for individuals with fresh ideas to join us.

We ensure our training is relevant, engaging and informative, whether you are just starting out or a qualified scaffolder. Our training is taught with you in mind.

PHD Achievements 2018/2019

CN Talent 2019 Award Finalist for our Apprenticeship Scheme.



Supply Chain Award Winner for Health & Safety Champion 2019 for our works at Great Eastern Quays Phase 2 Site.



Updated all training for Apprenticeships, Mental Health Awareness, workshops, and much more.



Achieved Bronze for our pledge in the Armed Forces Covenant.



CN Specialist 2019 Award Winners for Access & Scaffolding Specialist and Project of the Year.



NASC 2018 Award Winners for Project of the Year.



Signed the FIR 'Better For Everyone' Commitment. (Fairness, Inclusion, and Respect)





Internationally known company

Official Sponsors



London Irish



Charities



Our Services



Scaffolding

Scaffolding is essential for a wide range of building projects. The structures we design, and build can be on a small or large scale and are tailored for your tailored requirements. Our access scaffolding services cover access platforms, staircase systems, birdcages, lifting beams, handrails, edge protection and much more.



Hoists

Hoists are temporary construction elevators that are powered vertically by electricity driving a cage on a rack and pinion system to quickly carry goods or passengers to a given floor level. Hoists come in various configurations and sizes which are defined by site space and also the loadings they will be subjected to.



Mast Climbers

Mast Climbers provide fast, efficient and affordable temporary access to a wide range of construction and maintenance work. Unlike conventional scaffolding, the entire platform moves with the works, so the operator can spend more time on productive tasks.



Temporary Works Design

Temporary Works Designing is a vital part of the modular access process, placing safety first and foremost. Our highly experienced design team work with the latest software and tools to ensure client's designs are always ahead of the curve.



Our people

Our people are at the core of everything that we do and as such we strive to develop a culture which harnesses talent and allows it to develop. Developing and retaining talent is fundamental to the success of our business and ensures that our focus on delivering safely is not diluted.

We consider the needs, motivations and aspirations of our staff to create an environment where industry norms can be challenged through innovation. We invest in talent from apprenticeships through to senior management training to ensure that our staff are capable of operating at the highest levels of safety.

We also endeavour to promote a healthy lifestyle for all members of the staff throughout the organisation.

£42,900

Spent on health & safety training in 2019

500,000+

Man-hours without RIDDOR

80%

of our apprentices go straight into work on completion of scheme

Our projects



Elizabeth Tower
London



Anthology Deptford
London



AstraZeneca
Cambridge



Boyne Bridge
Ireland



London Stadium
London



Atlantis Hotel
Bahamas



Marylebone Station
London



Facebook Data Centre
Denmark



Apprentices at PHD

PHD are dedicated to helping young adults start a career in the scaffold industry. Our 18–24 month apprenticeship offers the opportunity to learn terminology, familiarise with equipment and gain on-site knowledge, along with attaining an *NVQ Level 2 in Scaffolding, Accessing Operations and Rigging* from CITB.

Our apprentices receive full on-the-job training from experienced workers, in addition to attending college twice a year during the two years. All training, travel and accommodation is paid for during your college training, which takes place in Warrington.

Whilst on site, the apprentices work with skilled tradesmen to erect and dismantle scaffolding, as well as being supported by a site manager. The ultimate aim of working within a team is so you progress to erecting and dismantle the scaffolding by yourself.

PHD's dedicated Training & Apprenticeship Coordinator, Nicole, routinely catches up with the apprentices individually on a weekly basis. She ensures that each apprentice finishes their portfolio and coursework on time by setting them objectives.

Each apprentice is given a portfolio to complete, confirming they have received suitable exposure to the various types of scaffolding during their apprenticeship. Additionally, it helps us identify gaps and means we can relocate them accordingly.

Every apprentice has a three-month appraisal with their site manager to discuss what they are excelling at and any areas of improvement. In most appraisals where the site manager is pleased with their progress, they will offer a pay increase.

The ideal candidate for the PHD Apprenticeship Scheme is happy to undertake physically demanding work, happy to work outdoors in all weather, prepared to get dirty, prepared to speak up to ask questions or advice, is enthusiastic for the role and is interested in becoming a scaffolder as a career path.

Qualifications

On completion of the apprenticeship, you will achieve the:

- CISRS Trainee (Part1)
- CISRS Scaffolder (Part 2)
- CISRS Skill Test (Level 2)
- Construction Diploma (Level 2)
- NVQ Access and Rigging Operations – Scaffolding (Level 2)
- Functional Skills (Level 1)
- CITB Health, Safety and Environment Test
- English and Maths (if not received at GCSE)

A Career with PHD

We guarantee a job interview to apprentices once they have completed their apprenticeship.

Construction News Talent Awards

PHD are delighted that our Apprenticeship Scheme reached the finalist stage at the *CN Talent Awards 2019*.

Your Apprenticeship Coordinator



Nicole has been working with PHD for two years and is the main point of contact for training requirements and managing the apprentices. She also has taken on the role of Mental Health and Wellbeing Champion by providing support and guidance for anyone that may be suffering with mental health.

Nicole has completed the Level 3 Business Administration Apprenticeship and uses her apprenticeship journey, knowledge and experience when working with the apprentices.

She also has a Level 3 Award in Teaching and Training and is a Qualified Mental Health First Aider. Nicole attends site regularly to carry out men's mental health talks and presentations.

Nicole enjoys attending regular gym classes to keep fit and look after her personal wellbeing.

"The role I undertake at PHD is full of personal achievements, spearheading the company towards a successful future with the next generation of talent.

Being able to draw from my own apprenticeship experience I can adapt the best support and guidance required for our apprentices.

By supporting and guiding the apprentices this allows me to give them that push in the right direction. It's always great seeing the apprentices achieve their goals at the end of their apprenticeship and become fully qualified, proving hard work does pay off.

Nicole Pearson
Apprenticeship Coordinator

Apprentice Ambassador

New to 2019, PHD enrolled out a new internal role within the Apprenticeship initiative, called the 'Apprentice Ambassador'.

The role is given to an apprentice for six months, who has been recognised for their exceptional accomplishments by colleagues and site managers.

Apprentice Ambassadors are awarded a trophy and certificate when starting the role, are given extra support with work, and entered for awards throughout their six months.

The Apprentice Ambassador role involves extra responsibilities in helping to promote and improve the scheme.

Ambassador activities include:

- Championing and promoting apprenticeships within the company
- Visiting schools, career fairs and events to speak about their experience as an apprentice
- Acting as a role model to promote and encourage diversity with apprenticeships
- Sharing experience of apprenticeships and best practice with young people
- Promoting the benefits and opportunities the apprenticeship provides
- Promoting progression opportunities
- Actively supporting 'apprenticeship campaigns'.



Previous Ambassadors have gone on to win external awards for their apprentice work, including Abdi S, who won in the 'Best Exteriors Apprentice' category at the Berkeley's Apprentice Awards in October 2019.

Don't Just Listen to Us...

Reece Bellotti is our current Apprenticeship Ambassador and has been with PHD since October 2016.

We asked him a few questions about himself and how his apprenticeship is going.

Why did you decide to do a scaffolding apprenticeship?

At the time I was studying mechanical and electrical engineering at college. I was researching what I should do next with my career and I heard that being a scaffolder was good money and allowed me to travel.

What made you choose PHD?

It was actually a friend who told me about the company. When I looked PHD up I saw they had worked on some huge projects and they had a scaffolding apprenticeship, so I applied.

What's the apprenticeship like?

I thoroughly enjoy what I do! Don't get me wrong, it is hard work but the pay off is worth it. Doing an apprenticeship means that I am able to learn on the tools and earn money at the same time. Whilst completing my portfolio I've been taught how to erect different types of systems and scaffolding.

What projects have you worked on?

So far, I've worked on L&Q's South Grove in Walthamstow, Galliford Try's Great Eastern Quays (GEQ) in Beckton, Barrett's High Street Quarter in Hounslow and Saint George's Chelsea Creek in Fulham.



"Reece is such a hard working guy. He's eager to learn and just gets on with his work. He's a pleasure to have on my team."

John Taylor, Site Manager

How did you feel when you were offered the Apprenticeship Ambassador role?

It was a huge achievement to know my hard work has been recognised.

What's your plan once you've completed the apprenticeship?

Once I've done my apprenticeship, I plan to get my advanced scaffolding ticket and be a scaffolder. Maybe one day I'll work my way up to being a Site Manager or Managing Director!

Clients We Work With

We work with a variety of amazing clients on a range of different construction sites, including:



Awards



Access & Scaffolding Specialist of the Year (To be announced March 2020)



Apprenticeship Initiative of the Year



Access & Scaffolding Specialist of the Year



Project of the Year by a Specialist Contractor (subcontract between £1m to £3m)



Access & Scaffolding Specialist of the Year



Ready to Make an Epic Career Choice?

Expert training, earn while you learn and a lifetime of construction possibilities. If this sounds like the start of your new career, then apply for our scaffolding apprenticeship now.

Our apprenticeship scheme is very competitive - we receive a high number of applications each year so we recommend that you submit your application as early as possible.

So now you've read all the important information, you're ready to get going with your application:

Application Process

1. Check that you meet the criteria for our scaffolding apprenticeship on our website.
2. Complete the short online form and attach your CV and covering letter.
3. You'll be contacted by our Apprenticeship Coordinator for a telephone interview.
4. Candidates who are successful will be invited to attend a face-to-face interview with our Apprenticeship Coordinator.
5. Congratulations! You're a PHD Scaffolder Apprentice and you'll start your first day in our yard in preparation for site.

Applications now open!

How to apply

Visit www.phdaccess.com/apprentices to find out more and to apply.

PHD Modular Access Services Ltd is an independently owned, fully comprehensive scaffold and access company servicing the whole of the UK, Eire, Denmark, Bahamas, UAE and India.

PHD's 'Total Access Solution' business offering provides clients with a one stop shop for the best collaboration of services required to bring their project in safely, on time and within budget. Our single point of contact aids logistics, provides peace of mind and guarantees the harmony of the access solution which otherwise can be jeopardised with liability disputes when using multiple contractors.

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