

Training Policy

Carmelcrest strongly believes that training and development is essential to the progress of all employees' skills, knowledge and experience. Through this we are able to secure the necessary competence to undertake all projects safely and to our high standards of work. This is reflected within our training policy.

Other factors that are considered as important are:

- Experience of applying the skills learned within working environments to ensure competence;
- Supervision to ensure development of the skill is correct, with 'hands on' experience

Implementation

Carmelcrest is committed to implanting our training policy by identifying individual needs, setting training objectives in line with this and working closely to achieve training goals both through the use of internal and development as well as external courses provided by specialists and appropriately accredited suppliers.

Knowledge gained through training and information provided to all individuals will be reinforced by supervised learning and/or mentoring to build the necessary experience.

Development

Personal development and training will be encouraged and supported to maintain and develop professional competences. Consultation with all employees at each level will be undertaken on a 1-2-1 basis to maintain motivation, competence and a positive culture of growth within the company.

Carmelcrest will work with local partners in the areas surrounding our projects to encourage and support development of new trainees and apprentices into the construction industry, through a combination of working placements, courses and presentations. We will endeavour to provide trainees and apprentices with ongoing employment upon achievement of their vocational skills qualification.

Where industry standards are recognised, training and evidence of competence will be pursued to exceed or meet the required standards through recognised competency schemes. Records of training and achievements will be kept securely and maintained by the Operations Director.



Fire Door
Installation



This policy shall be formally reviewed on an annual basis.

Reviewed and authorised by:

Ben Spooner



Managing Director

Date: 30th April 2018

Review by: 29th April 2019



Fire Door
Installation



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