



H A V E L O C K
E U R O P A



Grace Emerton Havelock Europa Plc



What we Do:

We provide a range of services including:

- Contracting
- Design
- Value engineering
- LCC procurement
- Manufacturing
- Kitting and logistics

The main sectors we are involved with are:

- Accommodation – customers include Center Parcs, Herriot Watt University and Faslane Naval College
- Education – subcontractors on schools to Balfour Beatty, BAM, Laing O'Rourke
- Financial Services – Lloyds Banking Group, Bank of Scotland, Post Office
- Retail – M&S, Primark, Tesco
- Healthcare
- Offices



PRIMARK®

MARKS & SPENCER



The Scottish Government

TESCO



Lloyds TSB



CenterParcs



MORGAN SINDALL

wates construction



Balfour Beatty



HOUSE OF FRASER



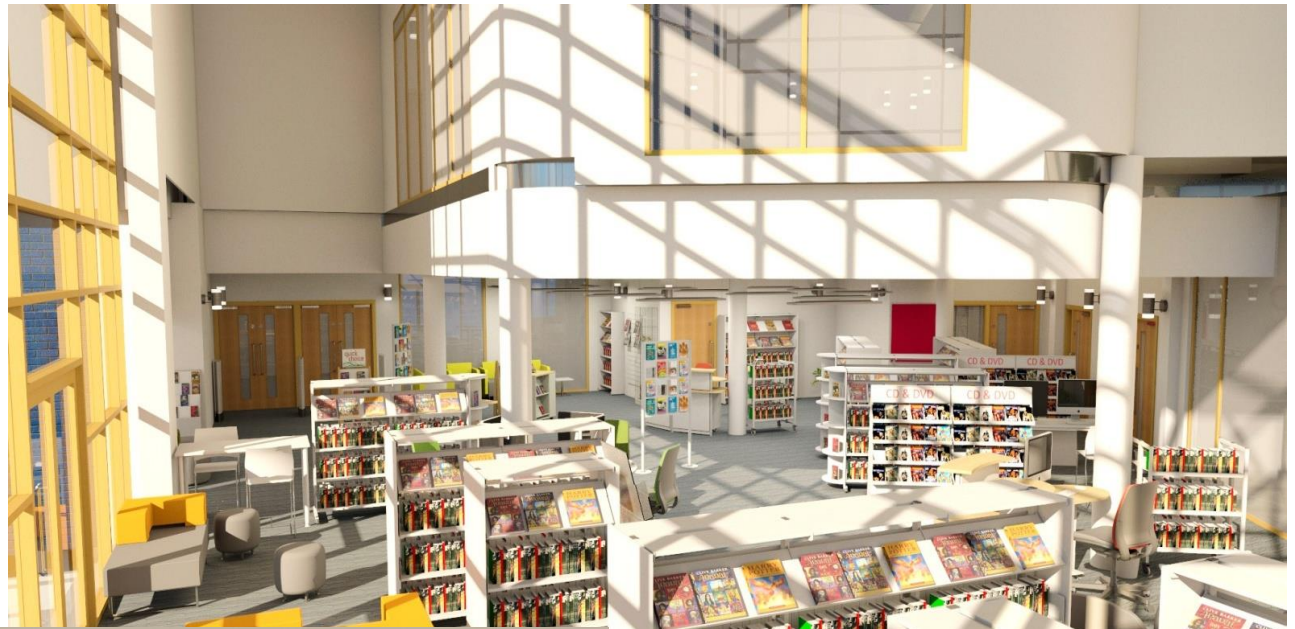
DEBENHAMS

Morrison Construction

Goldman Sachs

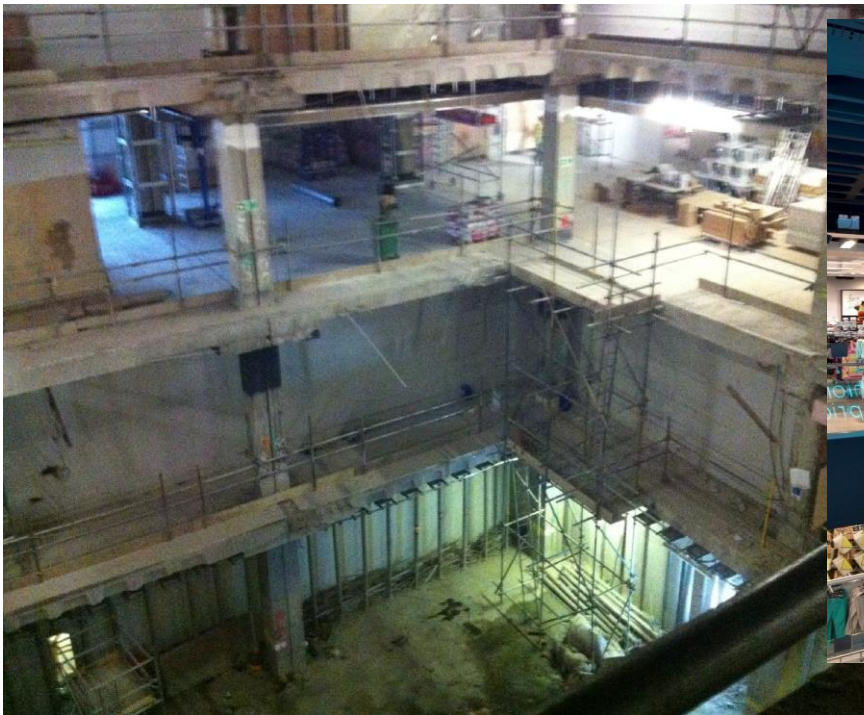












Our Values

Company values define the way in which people are encouraged and expected to behave towards each other.

Our values are:

- We build strong and long term **relationships**
- We encourage open and honest **communication**
- We act with integrity and show **respect**
- We are **flexible** in all that we do
- We **empower** our people

Our employees are the foundation of Havelock and we encourage everyone to think about the values and put them into practice with both internal and external customers

Employer Engagement

Ageing population

‘Fight for Talent’

New generation have different needs

Educate business of the need to tap in to new talent pools

Develop Talent pool’s understanding of

- job opportunities in our sectors
- Skills required



Our Experience

Recently appointed an Enterprise Apprentice as part of the pilot programme run by **Opportunities Fife**

With **Opportunities Fife** ran a successful Academy and Apprenticeship Programme

With **SDS** and **SE** currently running a Graduate Recruitment Programme

With **Construction Skills Scotland** and **STEM** trained Ambassadors and participate in development activities with local schools

With **SDS** and **SE** created the 'Fife Manufacturing Talent Forum'
Recently awarded Young Employer of the Month by **SDS**

Plans for the future

Build relationships with schools and colleges to offer work experience and summer work, provide input to curriculum and attract our future talent

Apprenticeship Programme for 2015

Graduate Programme for 2016

With Fife Manufacturing Talent Forum participate in Career Fairs sharing responsibility and jointly promoting the businesses that are members of the Forum

- Build relationships with Employability Service Providers
- Educate each other
- Very clear outline of structures
- Opportunity to input to curriculums
- Clear procedures
- Clear lines of communication