



PENN

1988 TO 2018


PENDENNIS



HISTORY



- Largest privately owned yacht building yard in the British Isles
- Products incl. Motor, Sailing, Commercial & Architectural
- Specialise in building and refitting of luxury yachts 30-100 metres in length
- Started life in 1988
- Built 30 yachts & refitted over 250 projects to date
- Currently employ 450 people
- Turnover 2017 £50 million

NEW CONSTRUCTION HALLS

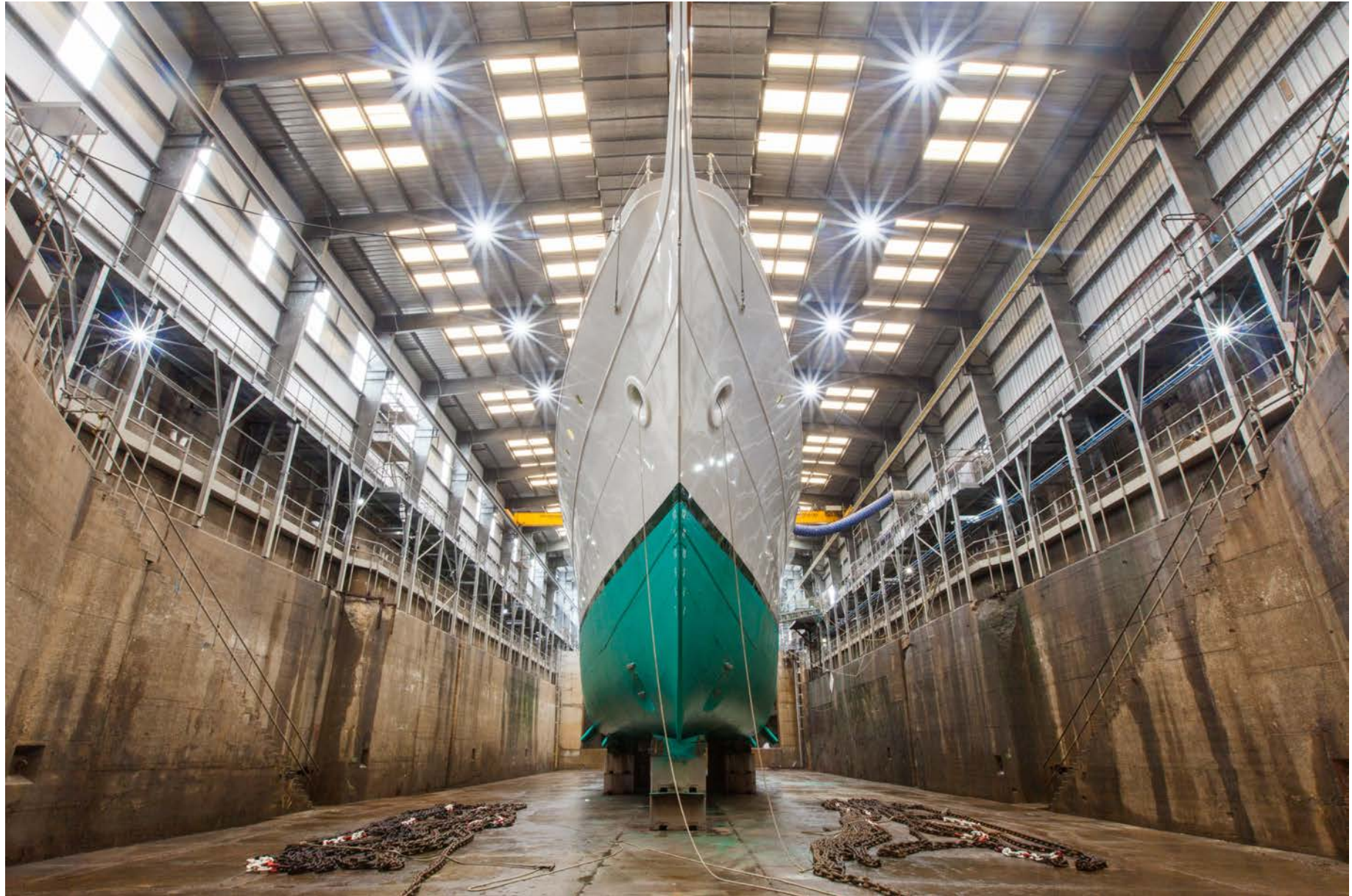

PENDENNIS



NEW CONSTRUCTION HALLS



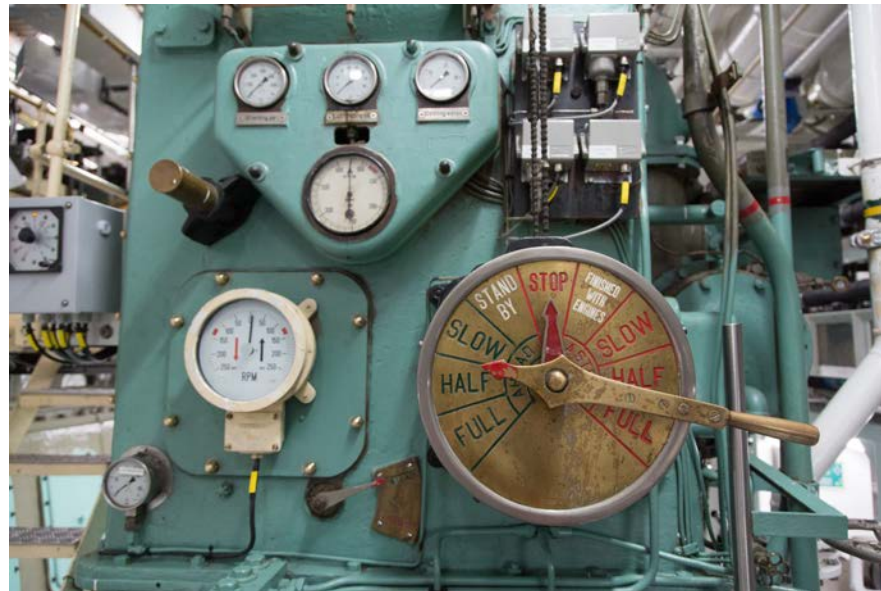
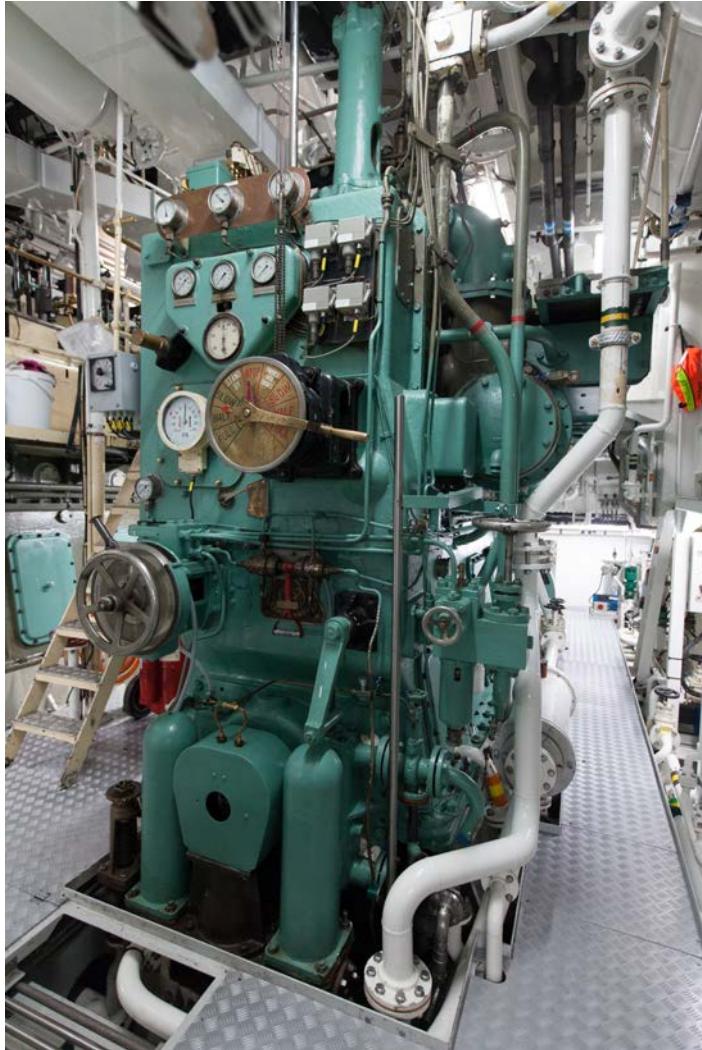
DRY DOCK



DRY DOCK



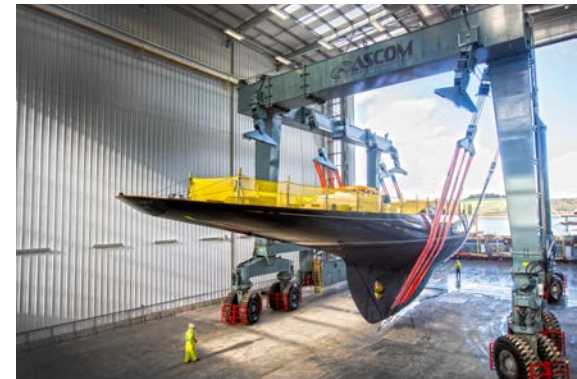
ENGINE ROOMS 1929



ENGINE ROOMS 2018



REFITS



NEW BUILDS



PENNENNIS



COMMERCIAL

(50% of the chain ferry market!)



COMMERCIAL

(100% of the aluminium media centre market)

FEBRUARY 1998



APRIL 1998



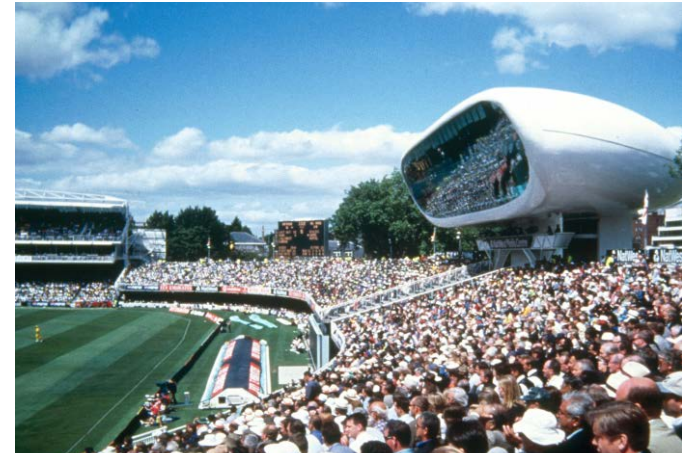
MARCH 1998



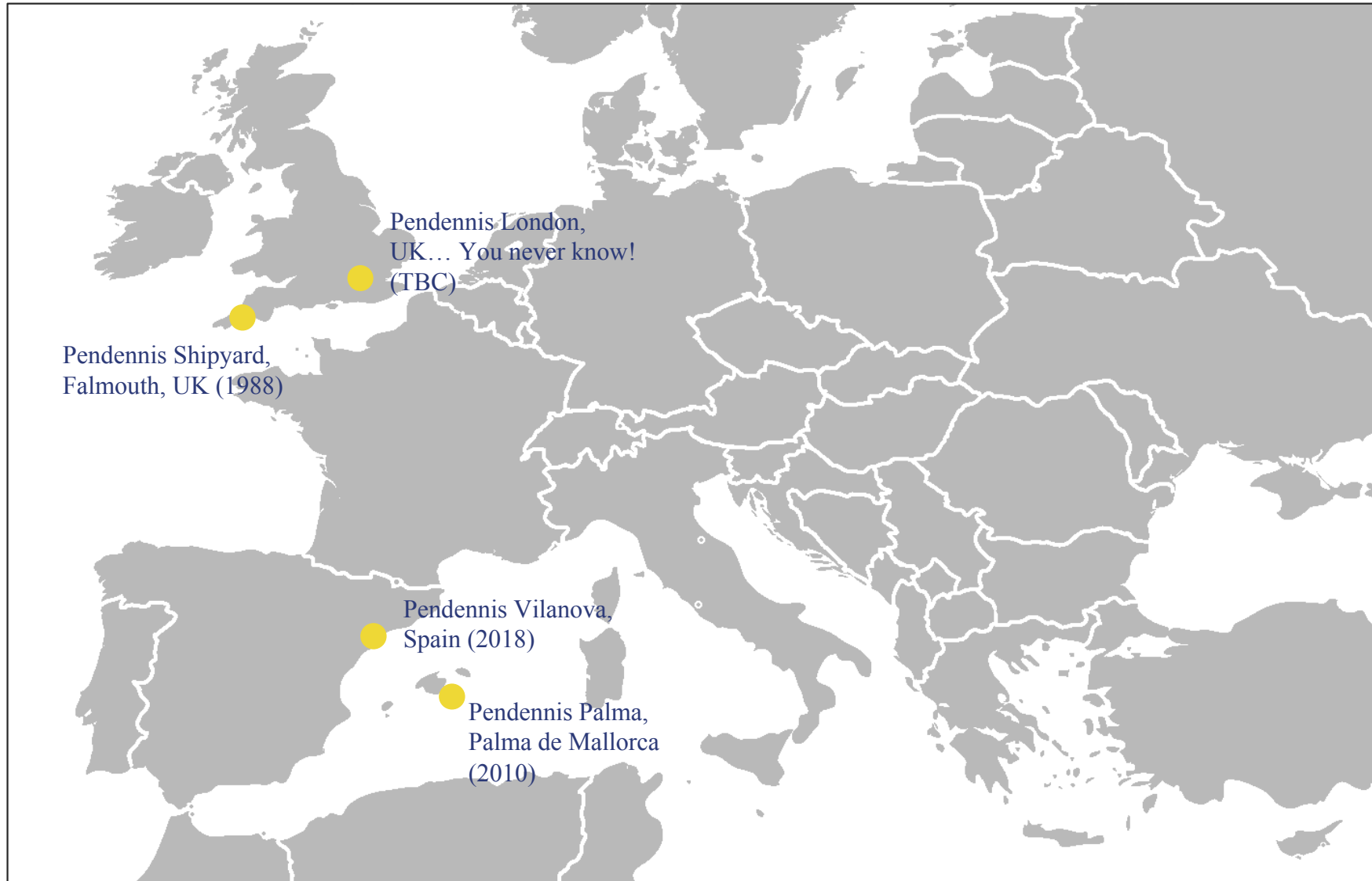
APRIL 1998

COMMERCIAL

PENDENNIS



OUR FACILITIES



APPRENTICESHIP SCHEME



- Apprentices make up a third of the company's workforce
- 250 recruited since scheme started
- Aimed at 16-19 year olds
- On the job training & studying for a range of qualifications
- Apprentices also take part in the Duke of Edinburgh Gold Award Scheme, community projects & attain sailing qualifications

WHY TRAIN APPRENTICES?

- Investment in future workforce
- Customised training
- Develop the specialised skills and “Attitude” required for our industry
- Development of future Pendennis management



TO BE ELIGIBLE YOU NEED:

- To be aged 16-19
- A minimum of 4 GCSEs (Grade A-C)
including Maths and English



THE DRIVE TO SUCCEED



- First group of apprentices recruited in 1998
- The scheme has secured multiple awards
- None of this would have happened without a vision and a long term commitment
- Jill Carr joined Pendennis in 1997, initially to research and then to initiate an apprenticeship scheme and made it a priority on board-level
- Our experience is that teams of 10/15 students will produce the optimum result
- Jill was awarded an MBE for her efforts in 2014 for services to education



GENERAL APPRENTICESHIP SCHEME

- One intake every year
- 180/200 applicants for 12/14 places
- Successful applicants invited for interview & further testing
- Advertised through:
 - Open evening
 - Local advertising (radio/print/online/social)
 - Recruitment events
 - School visits/talks
 - Word of mouth



APPRENTICESHIP SCHEME



QUALIFICATIONS

- NVQ2 & 3
- City and Guilds or EAL at Level 2 & 3
- Intermediate & Advanced Apprenticeships
- Duke of Edinburgh Gold Award
- RYA sailing certificates
- Community experience
- Higher Level Apprenticeships



PENDENNIS POST-APPRENTICES



FINANCIAL CONSIDERATIONS & IMPLICATIONS



- Pendennis Shipyard training budget: £600k per annum
- These costs are made up of the following activities:
 - Apprentice levy
 - Cornwall College course fees
 - DoE and RYA
 - Post graduate schemes
 - Management development forum
 - Naval architect/marine engineers
 - 62 people in training
 - Dedicated support/training staff
 - Training continued professional development (accounting, technical, IT personnel, H&S)
 - Ticketing (fork lift, heavy lift, fire, first aid)
- £600k productive chargeable man hour = £1 per hour

On a serious note, we should not forget that...

**“We are in the business of building something
that nobody needs but seriously wants”**

Henk & Mike, at every opportunity

Q & A

PENDENNIS 

