

A photograph of two men in safety gear. The man on the left is seen from the back, wearing a green hard hat with 'JSP' on it and a high-visibility green and yellow safety vest with 'GRAHAM' on the back. The man on the right is facing him, wearing a green hard hat with 'GRAHAM' on it and a similar safety vest. They are standing in front of a dense green hedge.

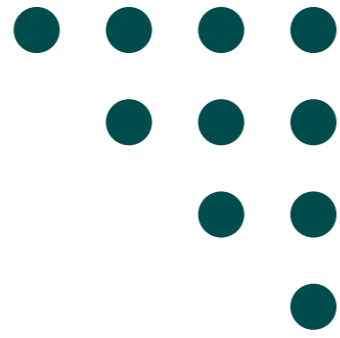
GRAHAM

CRE8

**Delivering Lasting
Impact**

June 2026

graham.co.uk



Introducing CRE8

CRE8 is GRAHAM's pioneering, fully wraparound pre-employment social impact programme. **The first of its kind in the UK construction sector.**

Developed in partnership with Nottingham City Council, it was created in direct response to two urgent industry challenges:

- A declining number of new entrants into construction
- A need to create meaningful, sustained employment for local, disadvantaged individuals

Rather than offering short-term placements or training in isolation, CRE8 delivers a complete, end-to-end pathway into long-term work. **It's transformed how construction employers engage with local communities.**

The mission:

To open the construction industry to those who need opportunities most, while supporting clients to fulfil their social value commitments and helping to reduce industry skills gaps through proven, measurable outcomes.

Why was CRE8 developed?

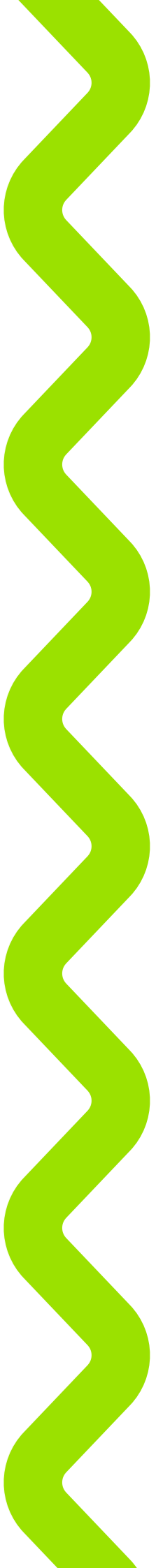
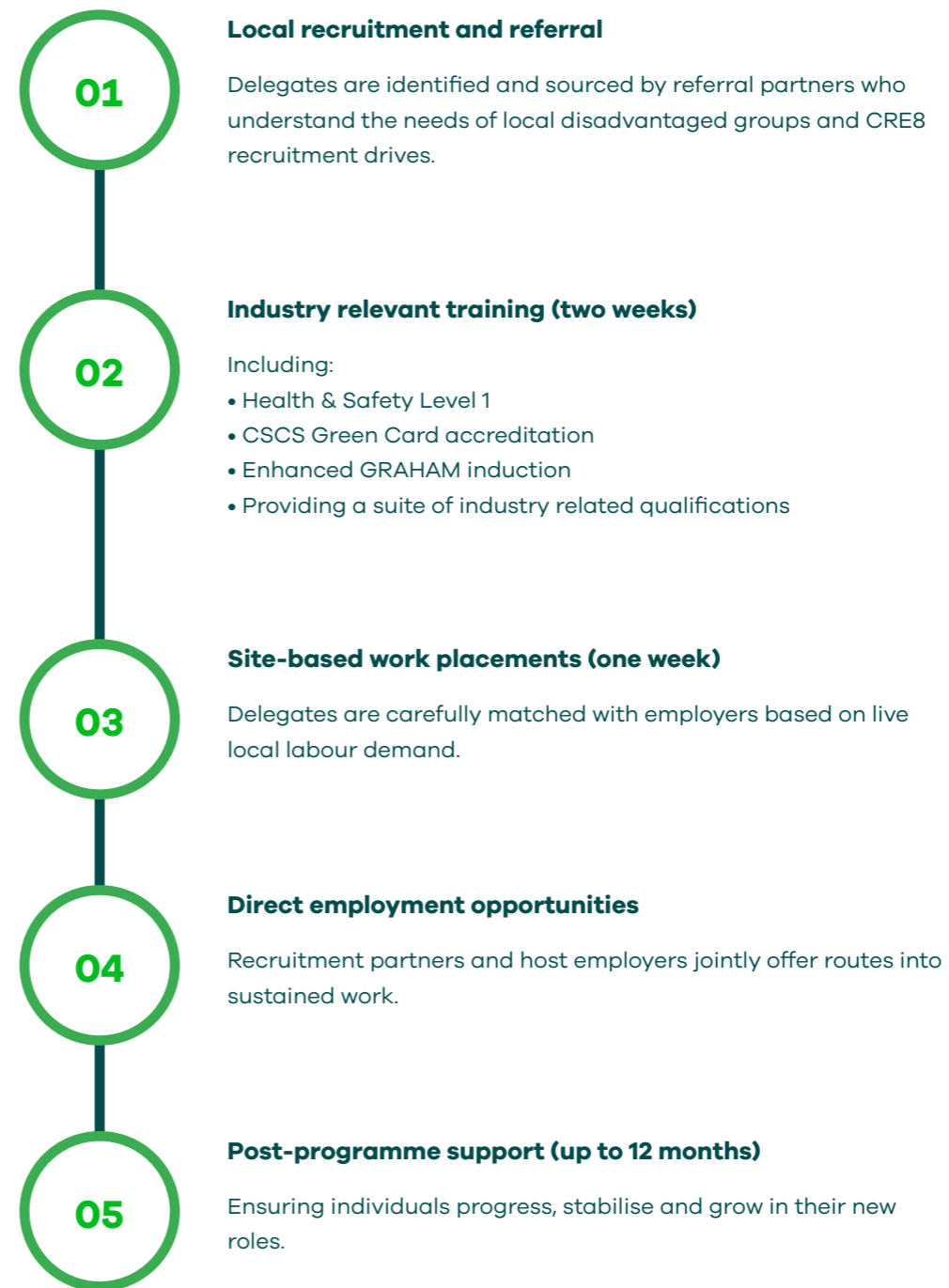
Traditional employment pathways often left participants unsupported once training or placements ended. CRE8 was designed to fix the broken parts of previous models by:



This model ensures that local people gain the skills, confidence, qualifications and connections needed to enter and remain in employment.

How CRE8 works

CRE8 brings together sourcing partners, accredited training providers, supply-chain employers and recruiters to deliver a structured, seamless pathway.





What makes CRE8 unique?

- First wraparound model in UK construction
- Designed in collaboration with local authorities and community partners and built around real local needs
- Guarantees site-based experience on live GRAHAM projects
- Targeted programmes available for underrepresented groups eg care-experienced young people
- Scalable, replicable model adopted across GRAHAM regions
- Ability to forge collaborative partnerships for lasting impact beyond the project build

Benefits for clients

CRE8 delivers high impact, measurable social value directly linked to projects.

- Demonstrates meaningful, transparent social value outcomes
- Supports planning, ESG, and Section 106 commitments
- Strengthens community relations and enhances project reputation
- Provides access to a pipeline of motivated, trained emerging talent
- Ensures social impact continues throughout the lifecycle of the project and beyond
- Reduces/prevents industry skills gaps

Impact in numbers

137

delegates supported

1

apprenticeship created

685

industry accreditations gained

21

collaborative partners

85

delegates progressed into employment

274

weeks of skills bootcamp training delivered

24

cohorts delivered

10

regions established

5,480

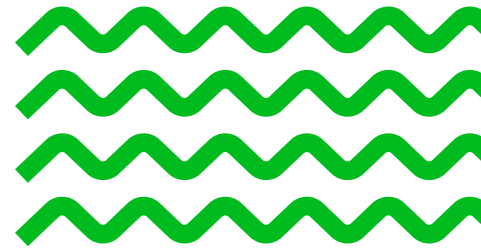
site-based hours

CRE8 Champions:

Recent Stories of Strength and Success



01



Tyler Sheehan: From Homelessness to Full-Time Employment

When Tyler joined CRE8 in June 2025 on GRAHAM's Dyecoats project in Leeds, he was experiencing homelessness and living in the Kirkstall Road pods. Referred by St George's Crypt and Clarion Futures, Tyler embraced the opportunity to gain hands-on site experience.

With continuous support from GRAHAM and partners, Tyler has taken huge steps forward – he has moved out of temporary housing into his own home and progressed from part-time hours to a full-time contract with GRAHAM at Dyecoats.

GRAHAM supported Tyler throughout his time in the pods, but full-time work would have impacted his housing benefits. Once he secured permanent accommodation, the team moved quickly to offer him a full-time role.

Tyler's success is a testament to partnership at its very best, and to his own determination to seize the opportunity around him.



"Stories like this are exactly what we hoped the Kirkstall Road Pods initiative could achieve. Through the support of GRAHAM, Clarion Futures, Leeds City Council, West Yorkshire Combined Authority and St George's Crypt, this tenant has been able to take an important step forward in rebuilding their life. His story is a wonderful example of what can happen when organisations come together with a shared purpose – delivering not just new homes, but real opportunities and lasting change for people in the community."

**Tricia Adams, Community & Social Impact Manager,
Latimer by Clarion Housing Group**



02

Luther Mboungo: Building Confidence, Skills and a New Life in Birmingham

In July 2025, Luther joined CRE8 on the Birmingham Children's Hospital project. Having previously been in care, he arrived eager to learn and ready to make the most of the placement.

Luther quickly became a valued member of the team, supporting the complex project handover and even assisting the mechanical team.

Inspired by the experience, he enrolled in further education, achieved his Level 3 qualification in welding and secured his own home in Birmingham's Jewellery Quarter.

His drive, enthusiasm and positivity have turned a work placement into a foundation for a promising career.

“

Luther describes CRE8 as a turning point:

“I had the best time of my life working alongside other trades and gaining great experience. It opened the door for me to continue into further education.”

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03

Connor Dyer: CRE8's First Apprentice Progression

In June 2025, Connor joined CRE8 on the Dyecoats project as a young person Not in Education, Employment, or Training (NEET).

Following his CRE8 placement, Connor was offered a role with GRAHAM's supply chain partner, Keith Walton Brickwork, where he began his Level 2 Brickwork Apprenticeship at Leeds College of Building in November 2025.

Connor's journey highlights CRE8's mission to spark long-term careers and create sustainable employment.



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“CRE8 gave me an opportunity to gain industry knowledge and join a group of likeminded people looking for pathways into construction. Thanks to the programme, I gained valuable skills, had real-life work experience and met local employers. I'm delighted to be the first CRE8 delegate to progress into an apprenticeship with my host employer.”

Connor Dyer

”

04

Spencer Gill: A Fresh Start at 50+

Not all CRE8 participants are young people, some are seeking a second chance later in life.

At over 50 years old, Spencer joined CRE8 on the Emergency Department project at Pilgrim Hospital in November 2024.

Since completing his placement, Spencer has continued working as a general handyman/labourer for GRAHAM on the project.

His story is a powerful example of how age is never a barrier to new opportunities and how CRE8 supports people from all backgrounds to re-enter the workforce with confidence.



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“Spencer had struggled to get back into construction after years out of the industry while being a full-time carer for his wife and supporting his children. By doing CRE8, he was able to get back onsite, and he’s proved himself to be an integral part of our team ever since.”

Darren Leather, Project Manager, GRAHAM



CRE8 in action

Hear from delegates, employers and partners on how CRE8 transforms lives and closes the skills gap.



Why CRE8?

CRE8 gives clients the confidence that social value delivery will be:

- Genuine
- Measurable
- Tailored to local needs
- Aligned with project timelines
- Delivered to a consistent, award-winning standard
- Provides a best practice proven model for others to follow

CRE8 is now recognised across GRAHAM as a best practice social impact model. It continues to expand, innovate and set new standards for responsible construction employment.



For more information on CRE8,
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graham.co.uk