

CITB Quarter 3 report – Pathways into Construction Abbey Access Training

19th March 2020/Updated for final report 20.10.2020

October 2020 update report

Due to COVID, the project was suspended at the end of March 2020 and subsequently closed down.

The Centre re-opened in July 2020 and those learners that were live returned and have completed their programme. The classroom work continued; practical training and employer placements were arranged.

As Lindum Construction were not back at work, the practical training was delivered through community projects. The learners painted a church hall inside and out, painted our centre outside, painted another charity office and learnt how to lay slabs and brickwork here at the centre in our garden.

Final data – of the 76 engaged, 52 are working, 11 have progressed into further learning and 13 exited for various reasons.

March 2020 report

The project had got off to a good start and we had recruited 7 groups. The first group in August had 9 learners, the second group in September had 13 learners, the third group in October is a group of 15, November group is a group of 9, January is a group of 9, plus a second group of 17 and the February group was 4.

This gave us a total of 76.

August Group Update

The first group of 9 have all completed all 3 stages. The 9 individuals have completed their CSCS card, Site Safety Awareness, Asbestos Awareness, Manual Handling, Fire Safety and First Aid courses. They have all completed a new CV and cover letter and learnt how to complete and effective application form.

3 of the 9 failed their first CSCS test and have worked to retake. 1 is to do a retake with a reader in January due to very low literacy and attention difficulties.

All have engaged in work experience with employers and have undertaken practical skills training at our partners. They have been to Hill Holt Wood to undertake joinery training, Gelder Builders to work as Labourers and they have been out on a teaching site learning groundwork and bricklaying and have been gaining many new skills.

7 of the 9 have positively progressed, 78%.

Name	Progress so far	Referral
RS	Working	Self / JCP
WH	Working	Self / JCP
CR	Working	Self
KS	Progressed into further learning - Lincoln College	Self
AB	Progressed into further learning – Course with potential job at the end	Self
OS	Working Apprenticeship	Self
JS	Working Job at Lindum Construction	Self
ML	Exited as not engaging despite chasing.	Shawtrust / JCP
RR	Not attending and not yet passed his CSCS as he failed the first test and then stopped coming in despite us chasing	Self / JCP

September Group Update

The September Group of 13 is made up of one female and 12 male learners. All have completed the six courses and employability work as detailed for group 1 above. They have been engaged in stage 2 and have undertaken Stage 3 work experience in ground work and bricklaying and joinery.

(8) have all secured work, 1 an apprenticeship, 1 has progressed into further learning.

1 continues to look for work and receive our support.

3 are all struggling with mental health issues, family problems, etc. We are currently providing lots of support, including access to our onsite counsellor who is available weekly. We have also emergency housed GS

9 of the 13 have positively progressed. 69% to date.

Name	Progress so far	Referral
OR	Working	Self /
JB	Working	Self /
SC	Working through Hays recruitment	JCP
FW	Working at Belvin after work placement	JCP
AG	Working for an agency	Self / JCP
JS	Working	JCP
JSu	Progressed into Further Learning	JCP

KW	Working for a Plastering company	JCP
KP	Working for a construction firm Labouring full time	JCP
PL	Poorly with mental health and addictions, so we are trying to support and engage him	JCP
GS	lots of personal issues -left	Self – was not on JCP when started but has since started claiming for herself
SN	Getting counselling support.	JCP
AJ	Not yet working	JCP

October Group Update

The October group of 17 have all completed stage 1 and 2.
 10 are working without undertaking Stage 3.
 5 have progressed into Further Learning in Construction.
 2 have exited.

Name	Progress so far	Referral
AS	Working	JCP
JL	Working	JCP
CS	Working	Self
KB	Working	Self
AM	Working	JCP
CS	Self employed – working	JCP
JL	College	School
GW	College	School
KJ	College	School
RH	Apprenticeship	School
RW	College	School
JN	College	Only 15
RD	Working	JCP
JS	Working in construction	JCP
LG	Working	JCP
LH	Signed off as poorly	JCP

November group update

The November group was a group of 9. November focussed on Scaffolding. This was a direct response to an employer need from the scaffolding group meeting we attended. This group of employers are finding it difficult to recruit staff. We have delivered Stage 1 in the same way as detailed in our contract offer and in the August group update notes above.

Individuals have then attended our partner providers to train in scaffolding skills and this has included a COTS course and certificate. They have had several site visits, including one where they were able to go up 5 floors of scaffolding on a live site.

One learner has decided that Scaffolding is not for him and has secured employment with Lindum Construction in their waste recycling plant.

6 are working, 3 have exited.

Name	Course	Progress so far	Referral
DL	CSCS	Working	JCP
JG	Scaffolding	Working	JCP
AW	Scaffolding	Working as a labourer	JCP
DU	Scaffolding	Exited	JCP
DK	Scaffolding	Not engaging	JCP
DM	Scaffolding	Not engaging	JCP
JG	Scaffolding	Working	JCP
GJ	Scaffolding	Working	JCP
JE	Scaffolding	Working for Rilmac	JCP

January group update

The January group was a group of 9. We have delivered Stage 1 in the same way as detailed in our contract offer and in all the group update notes above.

Individuals have then attended our partner providers to train in Groundworker skills, Bricklaying, Joinery skills and have attended several site visits, interviews with employers and attended a Breakfast meeting where they were able to network with employers.

This group were about to start their work experience trials in stage 3 for a four-week placement with the City of Lincoln Council. This has been suspended due to the Coronavirus.

In order to facilitate a work placement, we have now arranged for a trainer from Lindum Construction to do practical site experience training at our centre out in the back garden.

We have purchased bricks, equipment and PPE and they are laying slabs, building raised flower beds, trimming trees and will be painting the outside of our building. This continued when we returned in July and has resulted in the following outcomes.

Name	Course	Progress so far	Referral
JM	CSCS	Working	JCP
SS	CSCS	Further learning	JCP
HRH	CSCS	Further learning	JCP
CW	CSCS	Working	JCP
MO	CSCS	Working	JCP
CJ	CSCS	Working	JCP
KH	CSCS	Exited	JCP
NM	CSCS	Further learning	JCP
JL	CSCS	Exited	JCP

Second January Group

In order to use some of the unspent funds from Stage 3, we engaged an additional group to support through stage 1. This was a group referred from the Job Centre who were work ready if they were able to access a CSCS Card and other certificates to help them secure work.

This was a group of 15. All 15 are working.

Name	Course	Progress so far	Referral
AP	CSCS	Working	JCP
AH	CSCS	Working	JCP
CH	CSCS	Working	JCP
MJ	CSCS	Working	JCP
CH	CSCS	Working	JCP
SG	CSCS	Working	JCP
JH	CSCS	Working	JCP
LB	CSCS	Working	JCP
HH	CSCS	Working	JCP
AR	CSCS	Working	JCP
CB	CSCS	Working	JCP
DW	CSCS	Working	JCP
OC	CSCS	Working	JCP
BH	CSCS	Working	JCP
DQ	CSCS	Working	JCP

February group

This is a small group of 4. All have progressed into work.

Name	Course	Progress so far	Referral
LD	CSCS	Working	JCP
IC	CSCS	Working	JCP
JWS	CSCS	Working	JCP
AB	CSCS	Working	JCP

Employer engagement

In terms of finding employers and networking, we have undertaken a range of activities and have a number of activities planned. We arranged a launch event which was well attended by employers to explain about the project. We held a breakfast meeting at the end of October, November and January to introduce employees to the centre and explain more about the project. This was very successful and resulted in work experience opportunities, work trials and jobs. We have also spoken to employers re donations of in kind support and Buildbase have donated £200 and some bricks.

We then did a further breakfast meeting with Scaffolding companies, which was well received and again resulted in opportunities of work experience and jobs. The Scaffolding learners presented themselves with their CV's to engage and find opportunities.

We have a further breakfast meeting in January for employer invites just sent out.

We have joined the Chamber of Commerce Construction group, Scaffolding group, Painting and Decorating group and are working closely with the local CITB representative Carole Jones and Steve Taylor from the Lincolnshire and South Lincolnshire Group Training Associations. We have also arranged for employer visits to sites including the Cathedral to look at the Heritage side of Construction and attended the Construction week. These are all activities to increase and develop the network of employers that we can access work experience placement through.

One of our employers offered to deliver a session on interview techniques and then interviewed each learner in the group individually. He provided scores and feedback which helped individuals immensely. This is now ongoing each month.

In terms of paperwork, each learner has their own file which contains an individual learner record, individual learning plan, initial assessment results and other information needed to be held by the centre including identification. These records will be maintained throughout the lifetime of the project.

We have set up a spreadsheet to record expenditure and we are keeping all the receipts to be available for audit should they be required.

Our next recruitment is April 20th.

Our resulting claim for the third quarter January to March 2020 will therefore be as follows:

£798	x 28	£22,344.00	Stage 1 January groups x 2 and February group (9+15+4) - 28
£798	x 13	£10,374.00	Stage 2 January group and February Group– 9 + 4 - 13
£367.50	x 18	£6,615.00	Stage 3 November and January Group 1 – 9 +9 - 18
£300	x 22	£6600.00	Jobs/progressions

Total £45,993.00

Jobs/Progressions April - June

- Brian Hopkins
- Owen Campbell

47 total