



# Clean Slate Cymru Project: Pilot Evaluation and Case Study Report





## Executive Summary

This report provides an evaluation of the pilot projects undertaken as part of the Clean Slate Cymru project. The Clean Slate Cymru project was a Construction Industry Training Board (CITB) funded BAM Nuttall project that aimed to create pathways to support ex-offenders into construction education, training and employment in Wales. The pilot projects had three main aims:

- Firstly, to help with the development and testing of frameworks, a toolkit and best practice guide. These resources aim to enable the construction industry in Wales to support ex-offenders after the formal project end.
- Secondly, to innovate new and effective approaches designed to help ex-offenders into education, training and employment in the construction industry.
- Thirdly, to encourage construction employers to lead and support interventions that give ex-offenders better access to the construction industry.

## Overview of the Pilot Projects

### ARC Academy UK: Training and Employment Construction Project

The ARC Academy pilot supported nine participants to gain a Health & Safety (H&S) accreditation and CSCS Card. ARC worked in partnership with The Wallich BOSS project. ARC arranged for The Wallich to deliver a positive disclosure session after 100% of the pilot participants said having to disclose an offence was the biggest barrier to construction employment. On the last day of the pilot following an interview workshop construction company Morgan Sindall and Acorn Recruitment attended with work placement and job opportunities for participants.

### YMCA: Constructing Cardiff

Construction Youth Trust delivered a short H&S and CSCS preparation course to homeless ex-offenders staying with the YMCA in Cardiff. Representatives from Morgan Sindall and Dawnus attended the last day of the pilot giving participants supportive and constructive careers advice. The construction training was delivered in a week and it was very intense for people facing so many barriers. After the pilot Construction Youth Trust delivered more informal drop-in sessions and these were more successful. Following the pilot the YMCA have put together a pathway into construction careers for residents.

### Wates: Cardiff Living Pilot

The Wates Cardiff Living pilot was delivered by Construction Youth Trust and the Wates Cardiff Living Team. The pilot included a carpentry taster where participants-built bat boxes that were donated to local Biodiversity Team. Wates provided industry talks, a site tour, mock interviews and employment opportunities for participants. Six participants achieved an H&S accreditation and passed a CSCS test first time. Four participants successfully secured construction employment including Luke who is completing a groundwork apprenticeship.

### Tag Train and Grow: Introduction to Construction

TAG Train and Grow worked with the Caerphilly Youth Offending Team (YOT) to develop a construction pathway for young ex-offenders in Caerphilly. The main aim of the Introduction to Construction pilot was to train young people in the skills they would need on a typical work placement. Training included handling tools safely and using a tape measure. A YOT worker participated in the pilot and this gave him an understanding of what gaining an H&S accreditation and a CSCS Card involves. This will enable him to help the young people he supports pursue a career in construction.

### Tir Coed: Welcome to the Woods and Building a Woodland Shelter

Tir Coed is a charity based in mid-Wales that engages people through woodlands. Tir Coed delivered a pilot called 'Re-roofing a Woodland Shelter' where participants learned about H&S and basic carpentry skills through a practical construction activity. They also delivered a 'Welcome to the Woods' pilot that covered estate maintenance including path maintenance and step building. Following the pilot participants demonstrated a sense of

achievement and increased self-confidence after giving something back to their local community. Participants also demonstrated increased motivation to seek employment, further training and volunteering opportunities.

### **HMP Berwyn: The Berwyn Way Traffic Management Pilot**

HMP Berwyn worked in partnership with Amberon to design and deliver a traffic management pilot at HMP Berwyn in Wrexham. The pilot consisted of a Lantra Traffic Management Basic Course (TTMBC), Lantra M1 + M2 – Static Works on Single Carriageways including all forms of Traffic Control and CSCS preparation. Participants also completed CSCS tests in the CITB's mobile testing centre at HMP Berwyn. The eight participants who completed the pilot are keen to progress into construction employment on release.

### **Creating Enterprise: Passport to Employment**

The Passport to Employment pilot in Conwy showed participants the wide range of jobs available to them in the construction and maintenance sector in North Wales. As part of the pilot participants visited four live construction sites and were given a tour by the Site Manager of each site. Following the site tours participants completed a day long work placement. The Creating Enterprise pilot opened up the possibility of a career in construction to people who had not seen it as a viable option before.

### **Cardiff & Vale College (CAVC): Work Ready Pathway to a Construction Apprenticeship**

CAVC delivered the pathway to an apprenticeship pilot in Cardiff prison. CAVC delivered team-building, problem-solving and essential skills development through team games. Participants also attended apprenticeship talks provided by CAVC, ACT Training and Morgan Sindall. CAVC worked in partnership with other organisations to deliver the pilot. The Wallich BOSS project helped participants develop self-confidence and gave advice regarding positive disclosure. Acorn Recruitment carried out mock interview sessions to enable participants to both practice and enhance interview skills. The pilot is a good example of an initiative aimed at supporting the skills needs of the Cardiff City Deal and the South Wales Metro.

### **The Down to Earth Project: Sustainable Construction Techniques**

The Down to earth pilot aimed to tackle the skills shortages in sustainable construction techniques and the under-representation of women in construction. They worked with the National Probation Service and Working Links to recruit women who had offended onto the pilot project. Throughout the eight week pilot the Down to Earth team offered progressively more challenging construction tasks to build up the skill set and confidence of the participants they worked with. In addition to the practical experience and skills gained in construction, the participants reported significant improvements to their health, mental health and sense of connection to their community.

### **Galliford Try: Careers Workshop at HMP Berwyn**

Galliford Try delivered a careers workshop to residents interested in pursuing or continuing a career in construction. Speakers from Galliford Try, PP O'Connor and Hayes Recruitment gave an overview of some of the opportunities available to participants within the construction industry. Galliford Try handed out a further support form to see how the construction industry could help residents in the future. Based on the residents' feedback Galliford Try are continuing to work with HMP Berwyn offering support for careers fairs, CV reviewing, mock interviews, mentoring, H&S behavioural safety training and work placements on release.

### **HMP Parc Progression Pop-up**

HMP Parc is a category B local prison run by G4S. It is based in Bridgend in South Wales. A Progression Pop-up was arranged firstly, to give participants a sense of hope that there were opportunities available to them within the construction industry. Secondly to give them practical advice on routes into the industry. At one of the pop-up events residents were offered individual careers advice. Volunteers from Wates Cardiff Living, Scape Group, NPT College, Jehu Group and The School of Hard Knocks gave individual careers advice to participants. Industry volunteers fed back that they got a lot out of the day and really enjoyed giving something back to such motivated candidates.

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## Introduction

This report provides an evaluation of the pilot projects undertaken as part of the Clean Slate Cymru project. The Clean Slate Cymru project was a Construction Industry Training Board (CITB) funded BAM Nuttall project that aimed to create pathways to support ex-offenders into construction training and employment in Wales. The project aimed to tackle the lack of effective pathways between offender management services and construction employers. This report examines the innovative new approaches piloted to support ex-offenders into construction. It also examines how the pilot projects contributed to the development of the Ex-offender into Construction Frameworks and the Clean Slate Cymru Toolkit.

The Clean Slate Cymru pilot projects had three main aims:


- Firstly, to help with the development and testing of frameworks, a toolkit and best practice guide. These resources aim to enable the construction industry in Wales to support ex-offenders after the formal project end.
- Secondly, to innovate new and effective approaches designed to help ex-offenders into education, training and employment in the construction industry.
- Thirdly, to encourage construction employers to lead and support interventions that gives people with convictions better access to the construction industry.

## The Regions of Wales

The Clean Slate Cymru project needed to deliver or commission at least one pilot project in each of the National Probation Services regions of Wales. They are Gwent, North Wales, Dyfed and Powys, South Wales 1 and South Wales 2. The local authorities each area contains are listed below;

- **Gwent** – Blaenau Gwent, Caerphilly, Newport, Torfaen and Monmouthshire.
- **North Wales** – Isle of Anglesey, Gwynedd, Conwy, Denbighshire, Flintshire and Wrexham.
- **Dyfed and Powys** – Ceredigion, Carmarthenshire, Pembrokeshire and Powys.
- **South Wales 1** – Cardiff and the Vale of Glamorgan.
- **South Wales 2** – Swansea, Neath Port Talbot, Bridgend, Rhondda Cynon Taff and Merthyr Tydfil.

## ARC Academy UK: Training and Employment Construction Project


<b>Name of Pilot:</b>	<b>ARC Academy UK: Training and Employment Construction Project</b>
<b>Area:</b>	South Wales 2: Treforest
<b>Description:</b>	<p>The ARC Academy pilot aimed to meet the skills shortage for general operatives, aiming to support participants to gain a CSCS Card the minimum requirement to work on most construction sites. ARC provided training to nine participants to help them achieve a Health &amp; Safety (H&amp;S) in a Construction Environment accreditation and gain a five-year CSCS Card.</p> 
<b>Organisations Involved:</b>	<p>The ARC Academy pilot was delivered in partnership with homeless charity The Wallich who run the BOSS project. The BOSS (Building Opportunities, Skills and Success) project supports people with convictions with employability and entrepreneurship. Acorn Recruitment and Morgan Sindall attended the last day of the pilot and offered participants both work placements and employment opportunities.</p>
<b>Pilot Activities:</b>	<p>Nine participants attended the week-long construction course. Activities on the employability and construction pilot included:</p> <ul style="list-style-type: none"> <li>• Construction Industry Induction</li> <li>• Drug and Alcohol Tests</li> <li>• Health and Safety Level 1 in a Construction Environment</li> <li>• CSCS Test</li> <li>• Asbestos Awareness</li> <li>• Interview Skills workshop</li> <li>• Positive Disclosure session</li> </ul>
<b>Outputs:</b>	<ul style="list-style-type: none"> <li>• All 9 participants achieved a Level 1 accreditation in H&amp;S in a Construction Environment.</li> <li>• All 9 participants passed a CSCS Test and were issued with a CSCS Labourer's Card which will be valid for five years.</li> <li>• All 9 participants passed an Asbestos Awareness course.</li> <li>• Eight participants met with prospective employers developing or enhancing interview skills.</li> </ul>

<p><b>Case Study:</b></p>	<p>Mark<sup>1</sup> attended the registration day for the pilot project on 29<sup>th</sup> September 2017 at The Wallich. He attended the Pilot in Treforest starting on the 2<sup>nd</sup> of October and had full attendance during this period. Mark also had issues with his probation team but still attended although distracted supported the other members of the group and became one of the most popular team players.</p> <p>In analysing his action plan Mark felt that it was about time to learn new skills, also he indicated he was fighting a losing battle (defeating tendency). Mark also indicated that he was afraid of disclosing his criminal record to a prospective employer, however when meeting the employer at the end of the course he was comfortable in disclosing this and was offered a start in work on Monday 9<sup>th</sup> of October in St-Mellons in Cardiff as a construction worker. Feedback from the Employer has been positive to date.</p>
<p><b>Outcomes:</b></p>	<p>Mark was employed by Willmott Dixon via Acorn following the completion of the pilot project. This employment lasted for approximately four weeks to the conclusion of the contract. Mark has subsequently been successful in sourcing further employment via external agencies and now has the skills and abilities to manage himself around employability.</p> <p>Tim undertook a one-day work trial via Acorn but due to the location of the site and extensive travel required decided to seek alternative employment. Tim successfully obtained employment as a Labourer via Kingfisher, in work support was offered but he feels his employment prospects have improved and now feels equipped to self-manage his employability.</p>
<p><b>Challenges:</b></p>	<p>Two of the participants on the ARC Academy pilot were not able to prove their right to work in the UK. This meant they were unable to take up a work experience opportunity with Morgan Sindall or paid employment with Acorn. One of the participants, Tyler, was not born in the UK and when he got sent to prison his landlord had thrown out all his documentation. Tyler was clearly eager to work and spent most of his time volunteering. Another participant James also could not prove his right to work in the UK. The Wallich supported both participants to apply for the information they needed.</p>
<p><b>Opportunities:</b></p>	<p>The ARC Academy Construction and Employment pilot shows the opportunities for partnership working between a training provider, construction employers and the third sector to create a pathway to support people with convictions into construction employment.</p>
<p><b>Contribution to the framework:</b></p>	<p>This pilot demonstrated partnership working and a pathway that practically addressed substance misuse within the construction industry.</p>
<p><b>Contribution to the toolkit:</b></p>	<p>The Work Readiness Checklist was put together following the ARC Academy pilot. This enables people to check if the people they are supporting can prove their right to work in the UK.</p>

<sup>1</sup> All participants names have been changed to protect their identities




## YMCA: Constructing Cardiff

<b>Name of Pilot:</b>	<b>YMCA: Constructing Cardiff</b>
<b>Area:</b>	South Wales 1: Cardiff
<b>Description:</b>	 <p>The YMCA: Constructing Cardiff pilot supported participants to gain an IOSH Working Safely accreditation and a five-year CSCS Card. All the participants on the YMCA pilot were homeless as they were living in a hostel. They had all been convicted of an offence. The YMCA were keen to develop a pathway into construction employment for their residents.</p>
<b>Organisations Involved:</b>	The pilot was delivered by Construction Youth Trust (CYT) and Direct 2U Training. Representatives from Morgan Sindall and Dawnus attended the course on the last day and gave participants supportive and constructive careers information, advice and guidance.
<b>Pilot Activities:</b>	<p>The pilot was delivered in classrooms at the YMCA hostel in Cardiff. Activities included:</p> <ul style="list-style-type: none"> <li>• CSCS tuition &amp; revision</li> <li>• Employability including mock interviews</li> <li>• IOSH Working Safely</li> </ul>
<b>Outputs:</b>	<ul style="list-style-type: none"> <li>• 4 x IOSH Working Safely</li> <li>• 2 x CSCS passes</li> </ul>
<b>Case Study:</b>	<p>One of the participants Will<sup>2</sup> was 19 and homeless, living in a hostel, he had an offending history and had already been to prison. Will clearly struggled to get up and attend the course every day, but he did. Will worked hard and kept learning which was difficult as the group was quite disruptive.</p> <p>Will passed the test he needed for his IOSH Working Safely accreditation. Will mentioned that he had never had a job interview before. It was arranged for construction employers to attend the last afternoon of the pilot to talk to the participants. They were asked to give Will an informal interview. Will was spoken to in a supportive and constructive way. It was suggested that he attend Cardiff and Vale College and complete a 'Pathway to a Construction Apprenticeship' course. Will has since attended a site tour on a Wates Cardiff Living site and is continuing his CSCS revision. He has moved out of the hostel and has his own flat.</p>

<sup>2</sup> Participants names have been changed to protect their identities

<p><b>Outcomes:</b></p>	<p>Two participants are being supported to apply to college one to study for a pathway to a construction apprenticeship course and another civil engineering.</p> <p>One participant is eager to start work once he is no longer homeless.</p> <p>Another participant decided construction was not for him and decided to pursue a career in catering.</p>
<p><b>Challenges:</b></p>	<p>The course at the YMCA was very intense for homeless people with convictions. IOSH Working Safely was covered in one day and there were days of CSCS revision. After the course CYT delivered more informal drop-in sessions for CSCS test revision and these went well. Drop in sessions might be more appropriate in this setting or shorter bursts of training.</p> <p>The course was delivered in classrooms at the YMCA hostel it was easy for participants to go back to their rooms if they thought the course was too challenging. An external venue would have been better.</p>
<p><b>Opportunities:</b></p>	<p>Following the pilot, the YMCA have set up a construction pathway for residents.</p>
<p><b>Contribution to Framework:</b></p>	<p>The YMCA have set up a pathway for residents interested in pursuing a career in construction this will help meet the need for construction operatives in Cardiff.</p>
<p><b>Contribution to Toolkit:</b></p>	<p>Referrals were received for the YMCA pilot but the Individual Action Plans (IAP's) were filled in on the first day of the course. If the IAP's had been filled in before the course, we would have had a better idea of participants' attitudes and capabilities.</p> <p>Following the YMCA pilot, the Toolkit was restructured to suggest the use of IAP's at recruitment interviews wherever possible to establish participants' motivations and capabilities before being offered a place on a course.</p>


## Wates: Cardiff Living Pilot

<b>Name of Pilot:</b>	<b>Wates: Cardiff Living Pilot</b>
<b>Area:</b>	South Wales 1: Cardiff
<b>Description:</b>	 <p>The aim of the Wates Cardiff Living pilot was to make participants from Cardiff aware of the opportunities available to them in house building. Pilot participants completed an IOSH Working Safely accreditation and worked towards gaining a CSCS Card. They were also given industry led information, advice and guidance about different routes into the industry including the construction professions.</p>
<b>Organisations Involved:</b>	<ul style="list-style-type: none"> <li>• Construction Youth Trust coordinated the course delivering the CSCS preparation, practical construction activities and employability workshops.</li> <li>• Direct 2U Training delivered IOSH Working Safely and manual handling training.</li> <li>• The Wates Cardiff Living team delivered a site tour, supported transport and venue costs, gave industry led careers talks and provided participants with opportunities within the construction industry.</li> </ul>
<b>Pilot Activities:</b>	<p>During the eight-day pilot project participants spent a day on a Wates Cardiff Living site in Llanrumney. Staff from Wates gave them an H&amp;S induction before, inspirational industry talks and a site tour. The pilot also included:</p> <ul style="list-style-type: none"> <li>• Carpentry taster session where participants-built bat boxes</li> <li>• Learners handed the bat boxes to Caerphilly Council's Biodiversity team IOSH Working Safely accreditation</li> <li>• CSCS preparation and revision</li> <li>• Interviews for employment opportunities at Wates.</li> <li>• Employment agency registration</li> <li>• A celebration event and buffet sponsored by Wates</li> </ul>
<b>Outputs:</b>	<ul style="list-style-type: none"> <li>• 6 x participants achieved an IOSH Working Safely accreditation</li> <li>• 6 x participants passed a CSCS test first time</li> </ul>

<p><b>Case Study:</b></p>	<p>Seventeen-year-old ex-offender Luke was offered a construction apprenticeship following the Wates Cardiff Living pilot. Luke had suffered from low self-confidence, lacked focus and found it hard to believe in himself. His aim was to leave his past behind and build a better future. Luke attended the construction course in partnership with Wates Residential South and the Cardiff Living team.</p> <p>The course saw Luke and seven other learners attend an 8-day course, which included a site visit to a Wates Cardiff Living site in Llanrumney. This provided an opportunity to speak to people already working in the industry.</p> <p>The course helped Luke prepare to access opportunities within the construction industry he completed an IOSH Working Safely accreditation, manual handling and CSCS preparation. Luke successfully passed his CSCS test first time and when Wates invited him to attend an event, he impressed the Churngold Construction team so much that they immediately offered him an apprenticeship on the Cardiff Living site.</p>
<p><b>Outcomes:</b></p>	<ul style="list-style-type: none"> <li>• David<sup>3</sup> was offered employment as a labourer on a Wates Cardiff Living site.</li> <li>• Richard was offered employment on the Wates Cardiff Living site, but he decided to take up an opportunity with an employment agency on the rails.</li> <li>• Luke was successful securing a groundworks apprenticeship with Churngold after being invited to an event by Wates.</li> <li>• Kelly gained employment cleaning houses on construction sites.</li> <li>• Peter gained employment in an office.</li> </ul>
<p><b>Challenges:</b></p>	<p>Recruitment interviews were a good way of establishing if participants were likely to attend the pilot. Six potential participants did not attend the pre-arranged meetings. This was a challenge, but it also resulted in eight motivated participants attending the pilot project.</p>
<p><b>Opportunities:</b></p>	<p>This pilot went well largely because of the support of Wates Cardiff Living. The pre-course interviews gave the Construction Youth Trust the opportunity to give motivated participants who wanted to learn the opportunity to attend the pilot project.</p>
<p><b>Contribution to the Framework:</b></p>	<p>The Wates Cardiff Living pilot shows effective partnership working and demonstrates with the right support and practical construction skills people who face barriers can access construction employment.</p>
<p><b>Contribution to the Toolkit:</b></p>	<p>On the Wates pilot the Individual Action Plans (IAP's) were piloted to guide recruitment interviews. Following the Wates Cardiff Living pilot the Toolkit was restructured and split into three parts to support with interventions, engagement and employment. The IAP was included in the engagement section of the Toolkit.</p>

<sup>3</sup> All participants names have been changed to protect their identities


## TAG Train & Grow: Introduction to Construction

<b>Name of Pilot:</b>	Tag Train & Grow: Introduction to Construction
<b>Area:</b>	Gwent: Caerphilly
<b>Description:</b>	 <p>With current and forecast skills shortages across the board in the construction trades and professions across Wales. The TAG Train &amp; Grow pilot aimed to address the industry skills requirement for General Operatives. As part of the pilot participants were given a practical and relevant introduction to the skills they would need on a typical work placement such as handling tools safely and using a tape measure.</p>
<b>Organisations Involved:</b>	<ul style="list-style-type: none"> <li>• TAG Train &amp; Grow delivered CSCS preparation, workshops on the correct use of hand tools and carpentry taster sessions.</li> <li>• Direct 2U Training delivered IOSH Working Safely training.</li> <li>• Caerphilly Youth Offending Team (YOT) referred young people to the pilot and a YOT worker attended and participated in the pilot to gain a better understanding of what was involved.</li> </ul>
<b>Pilot Activities:</b>	<p>The Introduction to Construction pilot project gave participants a practical introduction to the basic construction skills they would need on a typical work placement. Activities included:</p> <ul style="list-style-type: none"> <li>• Introduction to using hand tools safely and effectively</li> <li>• Measuring using a tape measure</li> <li>• IOSH Working Safely</li> <li>• IATP Asbestos Awareness Cat A</li> <li>• Carpentry Taster Session</li> <li>• Employability – Job Search</li> <li>• Industry led careers talk delivered by Kier</li> </ul>
<b>Outputs:</b>	<ul style="list-style-type: none"> <li>• Five participants achieved an IOSH Working Safely accreditation</li> <li>• One YOT worker received an IOSH Working Safely accreditation</li> <li>• Five participants achieved IATP Asbestos Awareness</li> <li>• Three participants passed a CSCS Test</li> <li>• Participants took part in practical construction tasters and developed the basic knowledge of how to correctly and safely use hand tools.</li> </ul>

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<b>Case Study:</b>	<p>Jack was referred to the project by the Caerphilly Youth Offending Team (YOT). He was receptive to learning and an able and willing student. Jack applied himself well and passed IOSH Working Safely and Asbestos Awareness.</p> <p>Jack worked hard and learned about the correct and safe use of hand tools. Jack applied these skills well during a practical carpentry taster where he built a double based ferret box for his own ferrets. Jack passed his CSCS test first time and he is looking forward to starting his construction job with his uncle's construction company.</p>
<b>Outcomes:</b>	To date Jack has secured employment with a family firm. Another participant has gone on to further learning.
<b>Challenges</b>	The major challenge following this pilot was there was no ability to run it again or run similar projects as part of the Clean Slate Cymru project. There is a need for similar initiatives with YOT teams across Wales', but numbers are never going to be high and the learners will need a lot of support.
<b>Opportunities:</b>	Actively involving YOT staff in the pilot worked well and meant that they can support young people in the future revising for CSCS tests. Going forward there is an opportunity to build on a construction pathway for young people who are being supported by a Youth Offending Team.
<b>Contribution to the Framework:</b>	The pilot gave staff from the YOT an understanding of what gaining an IOSH Working Safely accreditation and a CSCS Card involved. A member of the YOT team actively participated in the course and fed back that he had a much better understanding of how he can help the young people he supports access opportunities within the construction industry.
<b>Contribution to Toolkit:</b>	It was challenging to get the pilot participants to fill in the Individual Action Plans (IAP's) as part of a group. Ideally the IAP's are better on a one-to-one basis.

## Tir Coed Pilots: Re-Roofing a Woodland Shelter and Welcome to the Woods

<b>Name of Pilot:</b>	<b>Tir-Coed: Re-roofing a Woodland Shelter and Welcome to the Woods</b>
<b>Area:</b>	Dyfed & Powys: Ceredigion with participants from Ceredigion and Pembrokeshire
<b>Description:</b>	 <p>Tir Coed is a charity that engages people with woodlands through volunteering, training and bespoke activities. Tir Coed provides training in a large geographical area across mid-Wales and ran pilot projects near referrals. Tir Coed ran two pilot projects. Firstly, 'Re-roofing a Woodland Shelter' a two-day practical construction project. Secondly a five-day practical construction pilot called 'Welcome to the Woods'. The pilots aimed to address the skills need for General Operatives with a focus on working with wood.</p>
<b>Organisations Involved:</b>	<ul style="list-style-type: none"> <li>• Tir Coed delivered both the 'Re-roofing a Woodland Shelter' and 'Welcome to the Woods' construction pilots.</li> <li>• Referrals for the 'Re-roofing a Woodland Shelter' pilot were received from Cylfe Cymru, Cardigan JCP, Area 43 and Hafal.</li> <li>• Referrals for the 'Welcome to the Woods' pilot were received from Team around the Family; Ty Curig; Ceredigion Youth Services; Cylfe Cymru and Careers Wales.</li> </ul>
<b>Pilot Activities:</b>	<p><b>Activities on the Re-roofing a Woodland Shelter pilot included:</b></p> <ul style="list-style-type: none"> <li>• Learning basic construction skills through a basic practical construction activity.</li> <li>• Stabilising a woodland shelter by removing rotten uprights</li> <li>• Stripping off the old roof and replacing the boards with new timbers.</li> <li>• Throughout the job there was a focus on H&amp;S and safe working practices.</li> </ul> <p><b>Activities on the Welcome to the Woods pilot included:</b></p> <ul style="list-style-type: none"> <li>• Estate maintenance including path maintenance &amp; step building</li> <li>• Green woodworking</li> <li>• Producing craft items</li> <li>• Health &amp; Safety</li> <li>• CSCS test preparation</li> </ul>


<p><b>Outputs</b></p>	<ul style="list-style-type: none"> <li>• 5 x CSCS passes</li> <li>• Certificate of Attendance in Basic Construction Skills</li> <li>• A sense of achievement and increased self-confidence after giving something back to the local community.</li> </ul>
<p><b>Case Study</b></p>	<p>One participant on the 'Welcome to the Woods' pilot Tom<sup>4</sup> was homeless. Tom worked well on the pilot and after passing the mock CSCS test we were keen to enter him in a CSCS test to help him on his journey into construction employment.</p> <p>When we were booking Tom's test we realised he did not have the necessary ID to sit the test. Our team at Tir Coed helped Tom get the necessary ID, filled in a waiver form and went to the test centre with Tom to support him.</p> <p>Tom passed the CSCS Test and now he has a CSCS Card this has given him valid ID and removed a barrier to employment for him.</p>
<p><b>Outcomes</b></p>	<p>Participants demonstrated increased motivation to seek employment, further training and volunteering opportunities</p> <p>One participant had a court case hanging over him. Engaging with Tir Coed helped improve his chances of avoiding a custodial sentence and of re-offending.</p>
<p><b>Challenges</b></p>	<p>The barriers the participants faced was a challenge for the Tir Coed pilot these included ADHD, dyslexia, anxiety, lack of confidence, criminal record, lack of transport, lack of relevant qualifications, low basic skills, poor health and no phones.</p> <p>The lack of the necessary ID to take the CSCS Test was also a challenge. Staff at Tir Coed needed to fill in a waiver form for two of the participants.</p>
<p><b>Opportunities:</b></p>	<p>The pilot provided the opportunity for Tir Coed to both re-establish and develop new relationships with referral agencies.</p> <p>Both the 'Welcome to the Woods' pilot and the 'Re-roofing a Woodland Shelter' where a relevant construction job was used worked really well and provide an example of how the construction industry can engage people in more rural areas.</p>

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<sup>4</sup> All participants names have been changed to protect their identities



## HMP Berwyn: The Berwyn Way Traffic Management Pilot

<b>Name of Pilot:</b>	The Berwyn Way Traffic Management Pilot
<b>Area:</b>	North Wales: Wrexham
<b>Description:</b>	 <p>The Highways infrastructure construction industry is a major employer across North Wales. HMP Berwyn was keen to train residents to meet the skills needs of industry and increase the employability of residents. HMP Berwyn worked in partnership with Amberon to design and deliver 'The Berwyn Way: Traffic Management Pilot'. HMP Berwyn added value to the pilot by including CSCS preparation and arranging for the CSCS mobile test centre to come to Berwyn so residents could take a CSCS test.</p>
<b>Organisations Involved:</b>	<ul style="list-style-type: none"> <li>• Amberon delivered the Traffic Management course at HMP Berwyn</li> <li>• HMP Berwyn identified a skills need in North Wales and designed the pilot to meet this skills need and increase participants' chances of gaining employment on release.</li> </ul>
<b>Pilot Activities:</b>	<ul style="list-style-type: none"> <li>• Lantra Traffic Management Basic Course (TTMBC)</li> <li>• Lantra M1 + M2 – Static Works on Single Carriageways including all forms of Traffic Control</li> <li>• CSCS preparation</li> <li>• CSCS test in the CITB's mobile testing centre at HMP Berwyn</li> </ul>
<b>Outputs:</b>	<p>8 participants directly benefited from the project and are keen to progress to employment through release on temporary licence (ROTL) or release within the construction industry</p> <ul style="list-style-type: none"> <li>• 6 x Traffic Management Lantra T1 &amp; 2</li> <li>• 6 x Health &amp; Safety CSCS</li> </ul>

<b>Case Study</b>	Karl <sup>5</sup> a resident was depressed after losing his business when he was convicted. His wife then left him after 3 years inside. He was very low with no sight of life after prison. Karl did the Amberon course and suddenly he was capable of making decisions, he had the opportunity of work and suddenly he had a future again. This has given him hope for his release on temporary licence (ROTL) which he will be eligible for in the autumn. He is now looking forward to release and an opportunity of a work placement in traffic management when he is on ROTL.
<b>Outcomes:</b>	The participants were extremely pleased about the qualifications this course gave them they felt it gave them a head start when looking for work in traffic management. They are now inspired to go further on release in this area of work. Eight participants directly benefited from the project and are keen to progress to employment through release on temporary licence (ROTL) or when they return to the community.
<b>Challenges:</b>	The only challenge for this pilot was how long it can take to plan and deliver a new course in a prison. This is not unique to HMP Berwyn and the team at Berwyn worked hard to make this pilot happen.
<b>Opportunities:</b>	<p>The pilot participants achieved more accreditations than originally intended with the award of a CSCS Card in addition to the Lantra award. HMP Berwyn added value to the pilot by including CSCS revision and testing.</p> <p>The pilot was the first of its kind in the UK and HMP Berwyn developed learning on how to deliver it in a prison. There are opportunities to take forward this popular pilot into other prisons.</p>
<b>Contribution to the Framework:</b>	The team at HMP Berwyn have been supportive of the Clean Slate Cymru project and working with the construction industry. HMP Berwyn hosted a meeting with partner organisations in North Wales to discuss the ex-offender into construction framework and potential pilot projects.
<b>Contribution to the Toolkit:</b>	The HMP Berwyn pilot contributed to the advice and guidance on planning projects in prisons included in the Toolkit.

<sup>5</sup> All participants names have been changed to protect their identities

## Creating Enterprise: Passport to Employment


<b>Name of Pilot:</b>	<b>Creating Enterprise: Passport to Employment</b>
<b>Area:</b>	North Wales: Abergele, Conwy
<b>Description</b>	 <p>The Creating Enterprises Passport to Employment pilot showed participants the wide range of entry level jobs that are available to them in housing maintenance and general construction. Through site tours and industry talks participants were told about routes into further education where they could gain the necessary qualifications for the various trades.</p> <p>Nine participants took part in the Creating Enterprise pilot that included IOSH Working Safely, four site tours, a practical work experience day and a 'Meet the Boss' question and answer session.</p>
<b>Organisations Involved:</b>	<ul style="list-style-type: none"> <li>• Creating Enterprise delivered the 'Passport to Employment' pilot.</li> <li>• Brenig Construction provided a site tour and work placement opportunities</li> <li>• The Building Maintenance Manager and Directors of Brenig Construction attended the 'Meet the Boss' session answering questions such as how they got where they are and what skills they are looking for in an employee.</li> </ul>
<b>Pilot Activities:</b>	<ul style="list-style-type: none"> <li>• Industry led talks and careers advice</li> <li>• Practical Construction workshops</li> <li>• Health &amp; Safety (H&amp;S) talk by an H&amp;S Advisor</li> <li>• IOSH Working Safely training</li> <li>• Site visits to four live construction sites.</li> <li>• Practical work experience day on a construction site</li> <li>• Meet the Boss session</li> <li>• Careers advice and employability</li> <li>• Advice on the various routes into industry and the steps needed to get there.</li> </ul>
<b>Outputs:</b>	9 x IOSH Working Safely accreditations

<p><b>Case Study</b></p>	<p>Gary<sup>6</sup> took part in the Passport to Construction pilot he hadn't previously considered a career in construction. He had spent fifteen years working in retail and catering. Gary had been invited to several job interviews, but he felt like when he disclosed his criminal convictions this was the reason why he wasn't successful.</p> <p>Gary attended every session and said that it really opened his eyes as he thought construction would be about digging holes and working outside. He now realised that there was an opportunity of gaining skills and qualifications and working your way up the ladder. He said he really enjoyed the placement day and asked a lot of questions at the Meet the Boss session wanting to know how industry volunteers had developed their career.</p> <p>Before the end of the course Gary wanted to know how he could remain with Creating Enterprise and what support we could offer him. He has now started volunteering with our property maintenance team and is receiving job search help from our Employment Academy. Gary says he now feels more positive about the future.</p>
<p><b>Outcomes:</b></p>	<p>The Creating Enterprise pilot opened up the possibility of a career in construction to people who had not seen it as a viable option before. Most of the participants are receiving ongoing support from Creating Enterprise to help find a job in construction. Participants are now attending Creating Enterprise's job club every week or gaining construction experience volunteering on a site to help secure employment.</p>
<p><b>Challenges:</b></p>	<p>All participants lacked any kind of experience or skills needed in the construction sector and some had literacy issues.</p>
<p><b>Opportunities:</b></p>	<p>The Creating Enterprise pilot included an unpaid work experience in a positive way as part of the pilot. The placement only lasted one day and participants in some cases have continued with an unpaid work experience. If people have no experience in construction and want to learn new skills work experience can be positive if it is time limited and has the potential to lead to something.</p> <p>The Creating Enterprise pilot included a one-day work trial in housing maintenance or on a construction site. This is a practical way for both a construction company and project participant to see if they are right for a career in construction. It was also positive that participants got to choose where they wanted to work based on a site visit.</p>
<p><b>Contribution to the Framework:</b></p>	<p>This is the only pilot that looked at housing maintenance and construction. This pilot also included a one-day work taster. This pilot was a practical introduction to construction and maintenance that can be replicated.</p>
<p><b>Contribution to the Toolkit:</b></p>	<p>The Creating Enterprise pilot contributed to the development of the resources on unpaid work placements in the Toolkit.</p>

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<sup>6</sup> All participants names have been changed to protect their identities

## Cardiff & Vale College (CAVC): Work Ready Pathway to a Construction Apprenticeship

<b>Name of Pilot:</b>	<b>Work Ready Pathway to a Construction Apprenticeship</b>
<b>Area:</b>	South Wales 1: Cardiff
<b>Description:</b>	 <p>The 'Work Ready Pathway to a Construction Apprenticeship' pilot was delivered at Cardiff prison, over 4 weeks. Cardiff &amp; Vale College (CAVC) delivered 10 sessions, supported by Cardiff prison staff. Learners worked towards a Level 2 Speaking and Listening Agored Cymru unit, which involved researching Health and Safety (H&amp;S) or creating a business idea, delivering a presentation on their chosen topic to the group. HMP Cardiff added value to the pilot by including H&amp;S accreditations and arranging for the CITB's mobile test centre to visit the prison so participants could take a CSCS Test before release.</p>
<b>Organisations Involved:</b>	Cardiff & Vale College (CAVC) delivered the Work Ready pilot in partnership with HMP Cardiff and The Wallich BOSS project. The pilot was also supported by Morgan Sindall, Careers Wales, Construction Youth Trust and ACT Training.
<b>Pilot Activities:</b>	<ul style="list-style-type: none"> <li>• Learners completed motivational, job skills and mock interviews workshop sessions delivered by The Wallich BOSS project, Acorn Recruitment and Careers Wales i.e. positive disclosures and CV's.</li> <li>• Apprenticeship talks were delivered by CAVC's Quality Skills Alliance – Dean of Work based learning, ACT Training and Morgan Sindall.</li> <li>• Cardiff prison staff delivered H&amp;S in a Construction Environment Level 1, H&amp;S at Work Level 2. Agored Cymru Personal Development Level 1, with CSCS Card testing.</li> <li>• CAVC delivered a Dragon's Den – encouraging entrepreneurship through creating and pitching a business idea.</li> <li>• CAVC delivered team-building, problem-solving and essential skills development through team games.</li> <li>• CAVC delivered a workshop on challenging negative thinking through explanation of fixed/growth mind-sets.</li> <li>• The Wallich BOSS project helped participants develop self-confidence and also gave advice regarding positive disclosure.</li> <li>• Acorn Recruitment carried out mock interview sessions to enable participants to both practice and enhance interview skills.</li> </ul>

<p><b>Outputs:</b></p>	<ul style="list-style-type: none"> <li>• 8 learners passed the L2 Agored Cymru S&amp;L qualification with CAVC</li> <li>• 8 learners passed L1 in Health &amp; Safety in a Construction Environment</li> <li>• 8 learners reported an increase in knowing what job they wanted and the skills they needed to get there.</li> </ul>
<p><b>Case Study:</b></p>	<p>Finlay completed the Work Ready Pathways to Apprenticeships pilot at Cardiff prison. Since his release, he has engaged with a Learning &amp; Employment Mentor at The Wallich Boss project, staff at Construction Youth Trust and the ALS recruitment agency to look for work in the construction industry (and potentially an apprenticeship). Long term Finlay would like to have his own construction company.</p> <p>Finlay passed several qualifications whilst in prison, including Level 1 and 2 Health and Safety in a Construction Environment, Level 1 Agored Cymru in Personal Development, a Level 2 Speaking &amp; Listening Agored Cymru unit (involving researching and delivering a presentation on health and safety) and later sat and passed his CSCS card exam in the community. Since passing his CSCS Test, Finlay has successfully secured a fixed term contract on a construction development in his local town.</p>
<p><b>Outcomes:</b></p>	<p>Three participants progressed onto Streetworks courses at Cardiff prison. One learner secured funding from Communities for Work to undertake training to gain his Forklift licence. Learners included various future targets in their action plans, including registering with recruitment agencies for labouring and driving work, barbering, self-employment and potentially apprenticeships.</p>
<p><b>Challenges:</b></p>	<p>The only challenge was the time it takes to plan and deliver new courses in prisons. This is not unique to HMP Cardiff. When delivering a pilot in a prison more time needs to be programmed than if you were planning a similar intervention in the community.</p>
<p><b>Opportunities:</b></p>	<p>This was the first course that looked at a pathway to an apprenticeship in a Welsh prison for a long time. HMP Cardiff are continuing to run the 'Work Ready Pathway to Apprenticeship' course internally and embed it as a key part of their educational provision. Because of undertaking the pilot, contacts have been established or strengthened and working relationships have developed further between key partners CAVC, The Wallich BOSS project, Cardiff prison, BAM Nuttall and Construction Youth Trust. This will help provide support and links for any similar future projects.</p>
<p><b>Contribution to the Framework:</b></p>	<p>The pilot was the first example of a pathway into an apprenticeship in a Welsh prison for a long time. The pilot is a good example of an initiative aimed at supporting the skills needs of the Cardiff City Deal and the South Wales Metro.</p>
<p><b>Contribution to the Toolkit:</b></p>	<p>The pilot helped inform the Toolkit on the guidance on working in Welsh prisons. The Impact Web was also used during the pilot and learners reported progress towards a goal on eight measures of change e.g. increased confidence. The Impact Web is a simple and inexpensive way for the construction industry to measure the progress towards a goal of the people they are supporting.</p>


## The Down to Earth Project: Sustainable Construction Techniques

<p><b>Name of Pilot:</b></p>	<p><b>The Down to Earth Project: Sustainable Construction Techniques</b></p>
<p><b>Area:</b></p>	<p>South Wales 2: Swansea</p>
<p><b>Description:</b></p>	<div data-bbox="684 432 1114 748" data-label="Image"> </div> <p>The project provided an opportunity for female ex-offenders to gain work experience in the construction industry and gain a wide range of practical skills. The pilot addressed the skills shortages in sustainable construction techniques and the under-representation of women in construction, currently women make up only 12% of the construction workforce. On this pilot project participants were offered a 40-hour course in sustainable construction. As part of the pilot the Down to Earth Project engaged with fourteen female ex-offenders four of them completed the 40 hour construction course.</p>
<p><b>Organisations Involved:</b></p>	<ul style="list-style-type: none"> <li>• The pilot was delivered by the Down to Earth Project.</li> <li>• The Down to Earth project worked in partnership with the National Probation Service and Working Links (a Community Rehabilitation Company) to recruit and support participants.</li> </ul>
<p><b>Pilot Activities:</b></p>	<p>Throughout the 8 week programme the Down to Earth Project offered progressively more challenging construction tasks to build up the skill set and confidence of the participants they worked with. Activities included:</p> <ul style="list-style-type: none"> <li>• First &amp; second fix carpentry design &amp; build of timber frame structures.</li> <li>• Heritage land management skills including installation of post &amp; rail fencing, and the use of recycled building materials.</li> <li>• Participants gained training in a variety of hand tool &amp; power tool techniques, ranging from basic skills such as cutting to a line using a handsaw then progressing to more advanced skills such as using a mitre saw &amp; nail-gun.</li> <li>• Participants also participated in accredited Health &amp; Safety in a Construction Environment training.</li> </ul>

<p><b>Outputs:</b></p>	<p>Participants achieved an accreditation in Health &amp; Safety in a Construction Environment.</p>
<p><b>Outcomes:</b></p>	<p>In addition to the practical experience and skills gained in construction, the participants reported significant improvements in their health, mental health and sense of connection to their community. Participants reported;</p> <ul style="list-style-type: none"> <li>• Improvement in levels of anxiety and depression</li> <li>• Improvements in overall health</li> <li>• Improvements in a sense of belonging in their community</li> </ul>
<p><b>Challenges:</b></p>	<p>The Down to Earth Project worked with probation to recruit women interested in construction. It can be a challenge to recruit women on to a construction course in Wales. They aimed to start the first course in January the course finally started in June. The determination of the Down to Earth Project is commendable, but this might be difficult for a construction company where community benefits need to be achieved in the time frame of a construction development.</p>
<p><b>Opportunities:</b></p>	<p>The Down to Earth project have now established a relationship with The National Probation Service and Working Links hopefully this will lead to more referrals to other construction projects.</p> <p>The pilot was effective in addition to sustainable construction skills participants on the Down to Earth pilot reported significant improvements in health, mental health and a sense of connection to their community.</p>
<p><b>Contribution to the Framework:</b></p>	<p>This pilot got off to a slow start with recruitment challenges but Down to Earth persevered and successfully created a pathway for female ex-offenders into construction training.</p>
<p><b>Contribution to the Toolkit:</b></p>	<p>The Down to Earth project pilot demonstrates how challenging recruitment can be in the community. Guidance on recruiting ex-offenders and agencies to work in partnership with has been included in the Toolkit.</p>




## Galliford Try: Careers Workshop at HMP Berwyn

<b>Name of Pilot:</b>	Galliford Try Careers Workshop at HMP Berwyn
<b>Area:</b>	North Wales: Wrexham
<b>Description:</b>	 <p>Construction Company Galliford Try were completing a job in a police station in North Wales. They were keen to give something back to the local community and launched a pilot project at HMP Berwyn in Wrexham. They advertised a careers event for residents at HMP Berwyn who were interested in either continuing or starting a career in construction.</p>
<b>Organisations Involved:</b>	<p>Galliford Try, PP O'Connor and Hayes Recruitment gave an overview of some of the opportunities available to participants within the construction industry.</p> <p>HMP Berwyn coordinated the event with Galliford Try and supported the careers event.</p>
<b>Pilot Activities:</b>	<p>The event was positive with all speakers emphasising being convicted of an offence was not a barrier to securing employment in the construction industry. Activities included:</p> <ul style="list-style-type: none"> <li>• A CSR manager from Galliford Try encouraged the speakers to introduce themselves and describe their personal journey into construction.</li> <li>• A project manager from Galliford Try gave a presentation about a recent development of a new school in North Wales, the techniques used and some of the roles on site.</li> <li>• A team from PP O'Connor, a demolition company, gave an overview of their work and the different career options available in their organisation.</li> <li>• Employment agency Hayes gave a presentation explaining roles available and expected salaries.</li> <li>• The residents from HMP Berwyn were encouraged to ask industry volunteers questions and there were lots of questions asked about potential roles within the construction industry.</li> <li>• Galliford Try handed out a feedback form to ask the residents what the construction industry could do for them in the future.</li> </ul>
<b>Outputs:</b>	<ul style="list-style-type: none"> <li>• Galliford Try delivered employability and confidence workshops in HMP Berwyn the residents gave positive feedback about the event.</li> <li>• Participants who were staying in HMP Berwyn for the foreseeable future had something positive to aim for and could enrol on to construction training knowing there were opportunities for them in the future.</li> </ul>

<p><b>Case Study</b></p>	<p>One of the residents who attended the Galliford Try workshop at HMP Berwyn was John<sup>7</sup>. He was due for release. Galliford Try's CSR Manager arranged for John to complete Health &amp; Safety, CSCS preparation and training on release. John was then given a short unpaid work trial where he worked hard and showed enthusiasm to learn new skills. After a week-long work trial, he was offered temporary employment. John continued to shine through his fixed term employment. When his temporary contract ended Galliford Try were delighted to reward John's hard work and enthusiasm with a permanent job.</p> <p>John commented</p> <p><b><i>"I have been in and out of jail for 15 years, and this is my first ever job. Having this opportunity has made me want to keep out of trouble, and distance myself with old friends and ways of life. My 7-year-old daughter, mum and whole family are proud of me. Having work has given me a positive attitude, it's changed my outlook and frame of mind. The support that I've received from Galliford Try has made me realise that it's never too late to change".</i></b></p>
<p><b>Outcomes:</b></p>	<p>Based on the residents' feedback of how the construction industry could help them Galliford Try are continuing to work with HMP Berwyn offering support for careers fairs, CV reviewing, mock interviews, mentoring, H&amp;S behavioural safety training and work placements on release.</p> <p>John secured a full-time permanent job in construction on a Galliford Try site</p>
<p><b>Challenges:</b></p>	<p>The only challenge for the Galliford Try pilot was they did not initially know how to support participants who were serving a longer sentence. This proved not to be an issue as they could give residents advice on how they could best prepare for a career in construction.</p>
<p><b>Opportunities:</b></p>	<p>The construction industry has a skills shortage. There are talented, skilled and motivated individuals in prisons who are keen to secure employment within the construction industry.</p>
<p><b>Contribution to the Framework:</b></p>	<p>This pilot demonstrates the sense of hope that industry going into a prison and giving a practical overview of how to start or continue to work in construction can give residents. This coupled with presentations on recent construction developments was enjoyable for participants.</p>
<p><b>Contribution to the Toolkit:</b></p>	<p>A feedback form was trialled in this pilot that asked participants how the construction industry could support them. Residents in prisons can be experienced construction workers who can find general careers presentations patronising. This was a positive way of identifying areas construction companies can support even experienced construction workers with.</p>

<sup>7</sup>All participants names have been changed to protect their identities

## HMP Parc: Progression Pop Up

<b>Name of Pilot:</b>	<b>HMP Parc: Progression Pop-up</b>
<b>Area:</b>	South Wales 2: Bridgend
<b>Description:</b>	 <p>HMP Parc is a category B local prison run by G4S it is based in Bridgend in South Wales. A Progression Pop-up was arranged firstly, to give participants a sense of hope that there were opportunities available to them within the construction industry. Secondly to give them practical advice on routes into the industry. At the first event participants were given a general and practical overview of opportunities available to them within industry. Participants were asked to fill in a form where they were asked how the construction industry could help them in the future. Participants indicated individual construction industry led careers advice would be useful. A second event was arranged to provide participants with industry led careers advice.</p>
<b>Organisations Involved:</b>	<ul style="list-style-type: none"> <li>• <b>First Event:</b> Construction Youth Trust, NPT Group of Colleges and ISG.</li> <li>• <b>Second Event:</b> Construction Youth Trust, NPT Group of Colleges, Jehu Group, Scape Group, Wates and the School of Hard Knocks.</li> </ul>
<b>Pilot Activities:</b>	<p><b>First Event:</b></p> <ul style="list-style-type: none"> <li>• The participants were given an overview of the industry and a practical introduction about routes into the industry.</li> <li>• Next NPT College explained routes into the industry such as apprenticeships and traineeships.</li> <li>• Then two Trainee Site Managers from ISG presented their journey into construction and showed photos of their exciting BBC development in Central Square in Cardiff.</li> </ul> <p><b>Second Event:</b></p> <ul style="list-style-type: none"> <li>• At the second event, based on feedback from participants, there was a general construction careers presentation.</li> <li>• Next volunteers from Wates Cardiff Living, Scape Group, NPT College, Jehu Group and The School of Hard Knocks gave individual careers advice to participants.</li> </ul>
<b>Outputs:</b>	<ul style="list-style-type: none"> <li>• Staff at HMP Parc received positive feedback from participants at the event.</li> <li>• Industry volunteers fed back that they got a lot out of the day and really enjoyed giving something back to such motivated candidates.</li> <li>• Industry volunteers fed back that it was a good initiative matching an industry with skills shortages with ex-offenders.</li> </ul>

<p><b>Case Study:</b></p>	<p>Joe<sup>8</sup> attended a Pop-up Progression event. Joe was really motivated and made a good impression on all the industry volunteers. The industry team at Parc spoke highly of Joe and said he was a keen and motivated student and he had been on every construction course available. Following the event as accessing the internet is impossible for residents in a prison Construction Youth Trust (CYT) posted some CSCS revision books so Joe could get started on revising for a CSCS Test.</p> <p>CYT knew Joe was close to release and in preparation for release he was being sent to HMP Prescoed. Prescoed is a category D prison meaning residents can be released on temporary licence (ROTL) to complete a training course or work placement. Staff at HMP Parc arranged for CYT and Willmott Dixon to visit Joe and provide some information, advice and guidance (IAG). Joe impressed Willmott Dixon and they could see the business benefits of taking on a motivated candidate who was so keen to learn about construction. Willmott Dixon have been in contact with the Business Engagement Community Manager at HMP Prescoed and are looking forward to supporting Joe on a ROTL work placement.</p>
<p><b>Outcomes:</b></p>	<ul style="list-style-type: none"> <li>• Clean Slate Cymru project staff are continuing to work with industry and education in the community to support participants to access opportunities.</li> <li>• Participants are attending courses with the School of Hard Knocks on release that will include gaining a CSCS Card.</li> </ul>
<p><b>Challenges:</b></p>	<p>It can be more challenging to arrange an event in a prison than the community. For example, the prison will need the details of everyone attending the event at least 24 hours in advance.</p>
<p><b>Opportunities:</b></p>	<p>The Pop-up Progressions at HMP Parc are a good way of addressing skills shortages within the construction industry. Volunteers fed back the event was a good initiative that matched an industry experiencing skills shortages with motivated and skilled potential candidates.</p>
<p><b>Contribution to the Framework:</b></p>	<p>The Progression Pop-up provided a way for the local construction industry to engage with residents at HMP Parc. Similar events are being planned by construction companies after the end of the Clean Slate Cymru project.</p>
<p><b>Contribution to the Toolkit:</b></p>	<p>Industry volunteers requested meetings before both events to ask what it was like going into a prison. Following these meetings general guidelines were put in the toolkits about what it was like going into prisons.</p>

<sup>8</sup> All participants names have been changed to protect their identities

## Conclusion

This report covered the evaluation of the eleven pilot projects delivered as part of the Clean Cymru project. The overall aim of the project was to tackle the lack of effective pathways between offender management services and construction employers. There have been good examples of creating pathways into construction employment such as the ARC Academy pilot where following a Health & Safety and CSCS course an employment agency visited the course on the last day with jobs and work placement opportunities for participants. The Cardiff and Vale College (CAVC) pilot replicated this in Cardiff prison and a construction employer and employment agency visited the course with real opportunities for participants close to release.

All the pilot projects demonstrate the importance of working in partnership with other organisations in different sectors to help ex-offenders on their journey into employment. Training Provider ARC Academy worked in partnership with The Wallich BOSS project to ensure participants received mentoring and support in addition to construction training. ARC Academy also worked in partnership with industry, construction company Morgan Sindall and employment agency Acorn, to offer participants employment opportunities. Wates Cardiff Living worked in partnership with Construction Youth Trust Cymru to deliver an employer led practical health and safety and CSCS course to residents of Cardiff.

The pilot projects also aimed to innovate new approaches to support ex-offenders into construction. There were examples of innovation in pilot projects. Creating Enterprise's one day work experience as part of the pilot was an effective way of seeing if participants wanted to pursue a career in construction. There were also examples of pilots working with ex-offenders facing additional barriers such as women. Women in the criminal justice system are disproportionately affected by mental illness, drug and alcohol dependence and lack of confidence. The Down to Earth project worked with probation to support women with convictions to learn practical sustainable construction skills. Participants on the course reported better health, improved mental health and said they felt more connected to their community. The construction industry can provide good careers and opportunities for growth. With existing and upcoming skill shortages there are some really motivated ex-offenders in prisons and communities that could help industry meet these skills shortages.

## Lessons Learned Delivering Pilots

Some participants on the project lacked confidence and they did not believe in themselves. Participants either got very loud or very quiet if they were uncomfortable with something e.g. when taking a test. What you think is a behavioural issue might be a confidence issue. If someone is being very loud or very quiet they might just need additional support.

Almost 100% of participants on the Clean Slate Cymru project felt that having to disclose an offence was the biggest barrier to securing construction employment. While the rules around disclosure are complicated people might need reassurance that an unspent conviction is unlikely to be a barrier to construction employment.

Many participants we came across had never had a job interview. This did not necessarily mean they had never had a job. A mock interview provided by an employer can really add value to a vocational training course in prisons or communities.

Participants were not always resilient. If they made a mistake they thought it was the end of the world, or at least the end of their journey into construction employment. We need to teach the people we are supporting that making a mistake is a learning experience not the end of their journey.

The GoConstruct resources are fantastic for a younger audience. When we gave construction presentations in prisons to older people and frequently skilled construction workers Go-Construct presentations were not always appropriate. What worked well was when a construction company gave a presentation of a recent development. ISG delivered a presentation on the development of the BBC offices in central Cardiff at HMP Parc.

