

CITB Pathways into Construction Quarterly Report Period 2

BUILD North Glasgow

Project Code	Start Date	End Date	CITB Award
SL-PIC-19-01	01/09/2019	15/09/2022	£1,200,060.00

Project Overview

Keepmoat Homes, Morgan Sindall Infrastructure, Sibbald Training, TIGERS and Glasgow Kelvin College have formed a partnership to train and support 180 people into roles within the construction industry.

The partners have launched BUILD North Glasgow - a new training scheme funded by the Construction Industry Training Board (CITB) as part of its UK wide Pathways into Construction programme. The scheme aims to attract and support people from under-represented groups to move forward with a career in construction. The BUILD North Glasgow programme will specifically target young people 16 and above who are not in education, employment or training and those who have left military service in the last 12 months.

The partners who are working together on the Sighthill Transformation Regeneration Area in the North of the city, have been awarded £1.2 million over the next three years by the CITB to create 180 places on these bespoke training programmes, and were the only successful applicant to the Pathways into Construction programme from Scotland.

Alongside offering specialist construction training and qualifications, the scheme will also offer support and training in a range of life skills, such as leadership, critical thinking, resilience, well-being and money management, that can help the participants' transition into employment.

The first courses started in September 2019 with two bespoke avenues. The first which is targeted at 16-year olds and above who are not currently in education employment or training will see participants take part in 11 weeks of training followed by a 10-week work placement that is designed to provide practical on the job experience of a career in construction. The participants on the strand, aimed at ex-service personnel, will have six weeks of training followed by a two-week work placement. Both training schemes launched in September with the 16 and above cohort beginning on 16th September 2019 and the ex-service personnel programme starting on 30th September 2019.

All the work placements will be with Keepmoat Homes, Morgan Sindall Infrastructure or one of their contractor partners and take place as part of the Sighthill Transformation Regeneration Area - part of the £250 million Glasgow City Council City Deal project – the largest regeneration development to happen outside of London.

Project Outputs

Key outputs	Success Criteria
180 beneficiaries (90 NEETS, 90 Service leavers) attend and complete programme to become employment and site ready 120 beneficiaries move into employment 90 beneficiaries that are employed go on to further VQ progressions - not funded by CITB but updates to be provided in monthly reports Final Project Report"	The development of pathway into construction for NEETs and service leavers, resulting in more people from those groups entering the construction industry

These outputs will be delivered during the 3-year term of the project

Y1Q2- Quarterly 2 Outputs

2.1 Delivery of programme to Ex-Service leavers – (9)

For Pathway Two: Ex Service leavers our BNG website was open for registration and expressions of interest from October 19 for the 2nd intake starting in February 2020. Through the website and referral partners we received 23 expressions of interest, unfortunately, 4 candidates did not meet the criteria and 4 had already secured employment, the remaining 15 were invited to interview. On interview day we had 4 no shows and out of the 11 interviewed 10 were successful and invited onto the programme. On the start date we inducted 9 candidates onto the course, due to health reasons one candidate had to pull out.

The candidates had a site visit and received a full site induction.

We are looking to introduce NLP (Neuro Linguistic Programming) Coaching to support our Ex-service personnel cohort. The NLP Practitioner will coach clients in both a group setting and counsel on a 1-2-1 basis, and we are looking at how NLP can interlink with our new timetable.

2.2 Delivery of programme to NEETs 16+ (16)

For Pathway One: 16+ Group our BNG Website was also open for registration and expressions of interest from October 19 for the 2nd intake starting at the end of in February 2020. During this time, we received 135 expressions.

We planned to hold interviews early February and by early January we had received 60 expressions of interest through the website, all 60 candidates were emailed asking if they were still interested wanting to take part in the programme. From the responses and the remaining applications, we invited 55 candidates to move to the interview stage. Although we experienced a number of no shows at interview, we had a healthy reserve list to select from and 16 successful candidates were invited onto the programme

2.4 Completion of Placement – NEETS 16+ (8)

For the first cohort of the NEET 16+ group 14 candidates were enrolled and started on the programme with 13 completing the training.

CVs for the remaining candidates were shared with our contractors and supply chain and interviews set up for a work placement.

We have tried hard to match the correct candidate with the correct placement and 8 candidates moved into work placements. We are still working closely with our supply chain and the remaining candidates to find them a suitable role, some are looking to enrol in college courses, and we are assisting with the applications and personal statements.

2.5 Ex-Service Leavers into employment – (4)

From the 6 Ex Service candidates that completed their 2 week Work Placements 4 of the candidates were offered full time employment and started with TOUGH Construction Ltd, WH Malcom Ltd and Cappers Group Ltd.

2.6 Marketing & Project Management

Since Viaduct launched BNG's marketing in August Facebook & Twitter have done well. Instagram has been a bit tougher, but it is still better to have all platforms. We are also looking at setting up LinkedIn as this can reach the employers and will let them know what we are all about. For the 2nd cohort we have a social media induction and here we can show them the posts and try and get them to be more interactive

The social media platforms are updated with Build North Glasgow project information.

The information can be viewed at the following:

Instagram - @ buildnorthglasgow

Facebook - @ BUILD North Glasgow

Twitter - @ Build_north

Website: www.buildnorthglasgow.com

Summary

We encountered some problems with work placement for the NEET 16+ cohort in period 1, part of this was due to the delay of planning approval which held up Keepmoat Homes and supply chain starting onsite and, in a position, to offer suitable placements. We are also holding regular planning meetings for potential work placement opportunities through engaging with our supply chain and creating an employer database.

Period 2 of our Build North Glasgow Programme has started well although we still have some issues with the referrals of the Ex Service candidates. We are continuing to meet build on our referral partners.