

Construction Skills 4 Life – Quarterly Report

Section 1 Recipient Information

Total Funding	£450,327.00
Your Project title	Construction Skills 4 Life
Organisation	EN;Able Futures CIC
Person submitting this report	Julie Deeley
Contact number	07432 239150
Are you the primary contact?	Yes, also Paul Mitchell as Programme Manager
If no, what is your role in your Project?	Head of Operations
Report type	1 st and 2 nd Quarter for the delivery of one cohort incl. engagement, training, placement, interview and employment
Actual period covered in this report	September 2019 to 29 th February 2020

Section 2 Summary

Provide a summary of progress to date
<p>In the initial stages, a comprehensive recruitment process was undertaken which included attending events through Job Centre Plus, engaging with referral bodies, social media campaigning (particularly through twitter - @forgeyourfuture) and building on already established relationships within schools, training and educational establishments. At the same time, a long-term strategy of engaging with young women (described below) commenced. Marketing material was also updated to ensure it featured our new funding and the Construction Skills 4 Life logo. This resulted in an excellent level of engagement with young people who are NEET or at risk of becoming NEET and a good representation of young women.</p> <p>Following on from the recruitment and marketing activity, 2 Open/Introduction to Construction Days were hosted to give potential learners a taste of the construction sector, this was undertaken in the Forging Futures campus in Leeds which then resulted in learners signing to be part of the programme.</p> <p>The first cohort on the Construction Skills for Life (CS4L) training programme began on 11th November and including the work placements would last a total of 12 weeks for those requiring this length of time. Some learners would not require the full 12 weeks and would be Industry Ready and able to obtain work in a shorter timescale, although continued support would be given. Some learners may have their work placements initially incorporated into their learning later into the programme (i.e. 3 days learning and 2 days placement) if this is identified as the best way to integrate them into the world of work .</p> <p>During this course, the cohort successfully completed their level one Health and Safety in Construction Award and obtained their CSCS cards, they also completed qualifications in Manual Handling, Asbestos Awareness, Face Fit, Working at Heights and Fire Safety, Abrasive Wheels. Activities included in the training also included site tours of the Kirkstall Forge development including the newly built prototype homes conducted by CEG's contractors Tolent, careers talks from partners at O'Conner Utilities and enrichments actives at Bulters restaurant/café.</p> <p>Work experience placements for learners were sourced and undertaken by all for a maximum of three weeks, although some learners were offered work prior to this timescale. All learners had a guaranteed</p>

interview with a construction based employer with those who had successfully obtained a job commencing work, those who had not are still being supported with job search and introductions to other employers within the sector on a regular basis.

At this time 5 learners have entered into full time employment

Section 3 Outputs and Outcomes

Provide a summary report of progress and achievement to date, against the specific key performance indicators and objectives agreed to in the funding agreement.

Key Activity completed in this period:

Engagement

Recruitment Days Attended:

- 23/10/19 Pudsey Job Centre Plus (200 people spoken to, 17 referrals with 10 female)
- 22/10/19 Employment and Skills Workshop, Bramley Community Centre (targeting referral vehicles – not directly engaging young people).

Specific engagement with young women

- 16/10/19 SLYCC Group, Shine Project, St Luke's Cares
- 23/10/19 SLYCC Group, Shine Project, St Luke's Cares
- 27/11/19 SLYCC Group, Shine Project, St Luke's Cares

Open/Introduction to Construction Days:

- 06/11/19 Forging Future Campus Open day, 14 people attended
- 07/11/19 Forging Futures Campus Open Day, 23 people attended, 7 female

Pre-Employment Training

Construction Skills for Life Training Programme Commenced with 18 learners on 11/11/19

Training included:

- Work Preparation
- Functional Skills
- Site Tours
- Motivational Talks and Experiences
- Health and Safety
- Short Courses
- Hands on Construction Experience

Short Courses (all learners):

- Manual Handling – 9th December 2020
- Asbestos Awareness – 9th December 2020
- Abrasive Wheels – 11th December 2020
- Working at Heights – 13th December 2020
- Fire Safety – 11th December 2020
- Level One Health and Safety in Construction Award – w/c 02/12/19

Motivational Talks from Darren Hamer about the industry, also boxing experiences

Reviews were undertaken whilst learners were in training

Work Experience:

Work experience was undertaken by all learners but start dates were staggered due to availability of placements but also by readiness of the learner to undertake them. All learners were supported throughout the whole programme whether in learning or in Work Experience.

Placements were done by:

- BAM Construction
- Sirius (Groundworks)
- Smart Buildings
- Design Tonic
- Elevate
- Floorbrite
- DPD
- Faithful & Gould - LCC Flood Team
- LCC Flood Team Elevate, Gipton

Reviews were undertaken whilst on Work Placement.

Interviews:

All learners were offered and undertook an interview with a construction-based company.

An exit review was then undertaken with each learner.

The programme was completed on 7th February 2020 with 16 learners

Employment:

- 5 learners have commenced employment in construction
- 2 learners were female (40%)

Celebration Event:

A celebration Event was held on 27th January 2020 in Butlers, Kirkstall Forge to celebrate the learners completing the course, although some were still on work placement. It was well attended with dignitaries from across Leeds and the organisations involved in the programme, some parents also attended. The event was videoed and some of the footage is being used to market for candidate attraction for future cohorts.

Marketing:

Jenny Tong's Expenses - Key Note speaker Celebration Event - £25

CS4L Banner stand 1 £70

CS4L filming 1/2day £300

Also social media tweets, facebook posts etc

Progress on objectives

- Engaged with over 220 young people through recruitment activities.
- Engaged with 30 young women
- Attended 5 recruitment days engaging with young people.
- Held 2 open days at FFC – with 37 attendees, 7 of these women.
- Cohort commenced with 18 starters and 16 completers, 4 of these women.
- Cohort completed with 16 learners finishing having undertaken Pre-Employment Training, Work Experience placements and interviews with construction-based companies.
- 5 learners have gone into employment in construction, 2 were female (40%)
- 1 learner has commenced work for a delivery driving company

Progress on engagement and taking 25% females through the programme:

As an organisation, the provider has been actively been engaging with a number of community based women's groups, they are specifically supporting The Shine Project (part of St Luke's Cares) with Lucinda Yeadon (CEG's - Community Liaison Manager) acting as a co-commissioner for the SLYCC project (South Leeds Young Peoples Conversation Commission Group) since October 2019 – working with a group of approximately 20 young women over the next 12 months. This work includes monthly sessions looking at issues facing young women in South Leeds, mentoring and organising site visits to their Kirkstall Forge and Temple Developments. Their involvement in this work will give these young women the opportunity to have a greater understanding of the construction industry, recognise the career prospects within it and access the Construction Skills 4 Life programme in the future.

Throughout the providers recruitment activities they have been targeting women focussed groups, i.e. by attending the Job Centre Plus recruitment event on 23rd October, they worked with JCP staff to actively encourage more women to attend the event and make it known that the Construction Skills 4 Life programme was available to them.

This work has ensured that the provider has engaged with at least 30 young women prior to the programme commencing with 4 women enrolling on the Construction Skills 4 Life programme meeting the targeted KPI's.

Match Funding:

Training Provider – November to January

Cost of Cabins for delivery – 3 months – £2670

Support from Provider Staff (including Community Liaison Support, Administration Support, Marketing Support and Consultancy Support) - £3500

ESFA Traineeship Funding - £20,000

Printing of a brochure for Leeds City Council Apprenticeship Event on 3rd Feb and other promotional events (including VAT) to recruit learners for following courses - £432.00

EN:Able Futures – October to February

Staff costs ENF - £27,470.65

Office Costs - £303.28

Total - £53,943.93

Section 4 Declaration

I Julie Deeley declare that the information provided in this progress report is true and correct to the best of my knowledge. I understand that any omission or false statement may result in the funding being terminated and previous payments recovered, or future funding applications refused.

Signed:



Date: 11th March 2020

Update – 26th November 2020

As with all Pathways into Construction projects, Covid 19 effected the sustainability of our outcomes with some of our young people being made redundant and others then being unable to obtain employment.

We have continued to keep in contact with the majority of those who attended the training particularly from around July 2020 when we had the staff to be able to undertake this and we were able to identify further opportunities for them. Below are the outcomes, names are initials:

- CU – employed after the programme, left after 6 months due to mental health issues and is now 6 months pregnant
- TG – in work but not construction
- AH – working with a Leeds City Council Employment Hub adviser, this is ESIF funded, we worked closely with the LA on our programme
- CY – started employment in construction but was made redundant due to C19, he is about to start a 2-year apprenticeship
- JS – commenced in employment in construction on a 2-year apprenticeship, he is still there
- KW – was referred to a placement with Leeds Action to Create Homes (LATCH) which was cancelled due to C19, we are no longer able to contact him.
- TM – unable to make any contact
- JD – following the programme he went immediately into full time education studying L2 Carpentry and Joinery at Leeds College of Building, he is still attending
- LM – did not want to work in construction, he now works full time in a warehouse
- CW – Receiving support from a Leeds City Council Employment Hub adviser
- CR – Unable to contact
- EA – went into employment shortly after the programme and still in employment but not in construction
- TH – Went into employment immediately after the programme and was made redundant due to C19, he is now working with a Leeds City Council Employment Hub adviser
- JH – went into full time education undertaking a L2 Plumbing course at Leeds College of Building, he is also working part time for his uncle in the plumbing trade
- HH – started working outside of construction, he was made redundant due to C19 and is now working in another role, still not in construction
- BR – unable to contact, he did not complete
- AD – went into employment after the programme, still in employment

After completion of the programme we achieved the following:

- 5 learners went into employment in construction, 2 were female (40%)
- 1 learner commenced work outside of construction

At this stage with the effects of C19, we have achieved the following:

- 5 learners went into employment in construction, 3 were female
- 2 learners went into FTE in construction
- 4 learners went into employment on other sectors



Those working in other sectors have been able to do so due to the support offered as part of the programme

Julie Deeley

26th November 2020