

<p><b>Budding Brunels</b></p> <p>Host boroughs London</p>	<p>The Budding Brunels project, developed by the Trust, is a new model of engaging Year 12 students about the professional opportunities available within building and engineering. It aims to:-</p> <ul style="list-style-type: none"> <li>• Raise awareness of the exciting careers available</li> <li>• Introduce beneficiaries to young professionals and their sector employers</li> <li>• Foster an ambitious attitude amongst a diverse cohort of students</li> <li>• Involve enthusiastic industry partners in the identification of new talent.</li> <li>• Enable young people from deprived communities to aspire to the professions especially females and BAME students.</li> </ul> <p>Students undertake a variety of activities through the programme both in the classroom and through trips to sites of engineering interest e.g. railways, bridges and tunnels. In 2008 students visited the London Eye, Hungerford Bridge and the EcoBuild Exhibition and benefited from:</p> <ul style="list-style-type: none"> <li>• Employer presentations ·</li> <li>• Presentations on exciting engineering projects from around the world</li> <li>• A visit to the Institutions of Civil Engineers and Mechanical Engineers</li> </ul> <p>The project has been such a success that the Trust is currently delivering the programme in the 5 host boroughs and is rolling the project out into Cardiff and the North West..</p>	<p>2007</p> <ul style="list-style-type: none"> <li>• 20 students from Tower hamlets and Newham</li> <li>• 95% BAME</li> <li>• 30% female</li> </ul> <p>2008</p> <ul style="list-style-type: none"> <li>• 60 host boroughs students</li> <li>• 90%+ BAME</li> <li>• 10% female</li> </ul>
<p><b>Capital Xperience</b></p> <p>London</p>	<p>An LDA funded programme providing 4 week paid work placements in the sector for students in between years 12 and 13 with the aim of exposing them to the potential of the sector and the professions therein.</p> <p>The Trust's works in partnership with Newham College on this programme with our role being to secure employer buy in and placements.</p> <p>The programme has been seen to be a great success by both students and employers. There are many cases already of students progressing on to Built environment degrees and some even securing employment or sponsorship</p>	<p>2007</p> <ul style="list-style-type: none"> <li>• 500 awareness raising</li> <li>• 18 placements</li> <li>• 80%BAME</li> <li>• 45% female</li> </ul> <p>2008</p> <ul style="list-style-type: none"> <li>• 1000 awareness of the sector</li> <li>• 50 placements</li> <li>• 80%BAME</li> <li>• 30% female</li> </ul>

<b>Newham construction classroom</b>	<p>This mobile classroom is managed by Newham LEA in partnership with the Trust and is supported by funding secured by the Trust from the City of London and the Worshipful Company of Paviers. The van is equipped with computers and is focused on raising awareness of the industry and the design aspects of construction through the use of Computer Aided Design.</p>	<p>2008/9 400 students 60-70% BAME 5-10% female</p>
<b>Inspire scholars</b>  London	<p>Financial bursaries for young people from the 2012 boroughs run in partnership with Construction Skills</p>	<p>2007-9  40 students 20%BAME</p>
<b>Westminster Street Works</b>	<p>In 2007 the Trust was approached by Westminster Transerve (a Joint Venture between Balfour Beatty and Mouchel). They were seeking to recruit and employ women to work on their Street works contact at craft or technician level. The Trust developed a programme of a 2 week work experience programme (one week on site and the second in the design office). We also brokered arrangements with an organisation that had women wanting to get into construction but did not have the employer links. As a result the Trust enabled a programme that was valued by both the employers and their client Westminster Council. Of the 7BAME women who experienced the programme 4 were offered employment on apprenticeships or at management level.</p> <p>As a result of the programme Westminster council have developed, with guidance from the Trust and others, a street works apprenticeships model with the apprentices gaining experience through a carousel of placements with all Street Works JV partners.</p>	<p>7 BAME women 2 weeks work experience  4 offered employment</p>
<b>Pink ladies</b>  Wales	<p>The Trust's mobile construction classrooms take taster training right into the hearts of deprived communities. In South Wales our 2 vans have provided tasters and employability skills to almost a 1000 individuals. The Trust's Pink Ladies programme has worked with over 200 women many of whom are now considering work in the sector and has brought great acclaim and support from the sector, communities and the Welsh Assembly Government.</p>	<p>2007-9  200 women</p>

<p><b>Count in Construction</b></p> <p>Manchester</p>	<p>This NIACE funded programme aimed to explore the numeracy skills needed in construction roles and provide tasters of construction crafts for women.</p> <p>The programme was run in partnership with Manchester College, ConstructionSkills and B and Q. It not only provided tasters and guidance on progression routes to the women it also produced contextualised training materials and case studies of the numeracy needed by certain roles in the sector.</p>	<p>80 women tasters in construction including contextualised screening and numeracy training.</p>
<p><b>Numeracy in apprenticeships</b></p> <p>London</p>	<p>This pilot programme (funded by NIACE) aims to identify and pilot tools to improve the success rates for entry into construction apprenticeships where lack of numeracy skills can be seen as a primary risk of failure. It also aims to broaden potential apprentice entrants' understanding of the breadth of opportunities offered across the sector, in contrast with the prevailing common misconception that construction just consists of bricklaying and carpentry. This is particularly pertinent at this time where house building is suffering under the credit crunch, but other sectors of the industry are still going strong.</p> <p>The target group is women, black and minority ethnic groups, and others facing multiple barriers to inclusion in construction.</p> <p>The project aims derive from indications by the Sector Skills Council, ConstructionSkills, that the general level of numeracy of apprenticeship applicants is low, and hinders them from achieving the required Key Skills at Level 1 needed to qualify as an apprentice. Recent papers produced by DIUS have highlighted the need to increase the diversity of apprentices.</p> <p>We are working with Construction Skills, employer partners the LDA and others to secure guidance on meaningful progression for the work placements.</p>	<p>12 young adults from diverse backgrounds</p> <p>7 BAME</p>
<p><b>Women in Property</b></p> <p>UK Wide</p>	<p>In 2006 the Trust worked with Women in Property to develop an awards programme aimed at identifying female undergraduates who are achieving excellence in their studies. The awards have secured sponsorship from several key property and construction companies. Regional and national heats have 'exposed' contestants to major employers and as a result many have secured placements, sponsorship or employment. The Trust continues to support the facilitation of this programme</p>	<p>2007 &amp; 2008</p> <p>60 female participants per annum from c35 Universities UK wide. 20% securing employment as a direct result of the awards</p>

<p><b>Community Engagement</b></p> <p>Host Boroughs and London in general</p>	<p>This project enables partner companies with the opportunity to connect with young people from communities near to their building activity. Potential employees often need careers guidance and the chance to see the skills that they are learning placed in context, on real-life projects. In some cases students who have had a week long work placements have as a result secured employment.</p> <p>Community engagement works by: -</p> <ul style="list-style-type: none"> <li>• Developing a strong framework for industry and academia to work together thereby increasing dialogue that seeks to address the sector’s skills gap.</li> <li>• Providing work placements careers days, mentoring and awareness-raising and employability workshops.</li> <li>• Facilitating opportunities for students from a diverse community to access knowledge and opportunities in an industry that is keen to embrace this agenda.</li> </ul> <p>“Following the summer placements I am pleased to say that every student on the HND, that was seeking employment, achieved employment as surveyors with different organisations. They have indicated to me that they benefited at their interviews, as they were able to use their site experiences. They felt that this made the difference in achieving success”. Quote from FE/HE lecturer.</p>	<p>2008-9</p> <p>150 students</p> <p>60-70% BAME</p> <p>10% women</p>
<p><b>Diversity strategic group</b></p>	<p>ConstructionSkills values the work the Trust has been doing for and with them on diversity including supporting them on programmes such as</p> <ul style="list-style-type: none"> <li>• Step into Construction</li> <li>• Women into work</li> </ul> <p>Through these programmes we have worked directly with employers and others to support more women and BAME’s into the sector. For instance with the Association of Public Service Excellence (APSE) we have:</p> <ul style="list-style-type: none"> <li>• Enabled them to hold female apprentice awards with applicant numbers growing year by year.</li> <li>• Worked with them to develop a toolkit to support over 144 Local Authority front line worker services to recruit a more diverse workforce with their construction activity.</li> </ul> <p>In 2009 ConstructionSkills asked the Trust to convene and lead on a strategic task force focusing on diversity with membership being made up of senior figures from the industry . Group members include Wates HR Director, Highways Agency Board member and the CEO of APSE.</p> <p>The Trust is also working with BITC to ensure synergies between the work of this group and that of BITC.</p>	

<b>Homelessness and offenders</b>	The Trust has 2 programmes focused on supporting offenders ( supported by the Nationwide foundation) and the homeless ( funded by DCLG/HCA) into construction. Both have developed innovative and effective ways to enable and broker introductions between individuals and employers. The models and best practice emerging are clearly transferable to the diversity agenda.	
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