

Work experience

The Construction Youth Trust creates opportunities for local communities to connect with construction employers, by engaging with our industry partners to provide valuable work experience to young people in a range of different areas.

How you, as a construction employer, can become involved:

Your company could host work experience students in order to introduce them to the industry, your company and what you do; show them around the site, involve them in a project and enlist their help in the office, project or site tasks. With a little bit of coaching you can have a valuable extra pair of hands around!

Each young candidate will first be assessed before they are matched to your company. This will allow you to tailor the work experience placement according to your needs and capacity.

Benefits to your company

- Valuable engagement that can enhance your Corporate Social Responsibility (CSR) programme and could be relatively cost-free.
- Provides you with evidence of community engagement and can score you points at the pre-selection process when tendering for contracts or with potential clients.
- Provides you with an enthusiastic and committed person that has been appropriately assessed and matched to your company. Could become potential member of your workforce!
- Opportunity to develop the communication and personnel management skills of your workforce. Involvement in work placements can increase motivation in employees.
- Opportunity to connect with the local community, to develop your local brand identity, present your vision and dispel possible grievances due to disruptions and noise.
- Effective links with teaching establishments which can make your recruitment more efficient and less costly.
- Receive free advertising through press coverage.
- Receive a certificate for your contribution and much appreciation from us and the young people you help.



Who we are and what we do

The construction industry is the largest employer in the UK and offers young people a wealth of opportunity to follow rewarding and fulfilling careers. **The Construction Youth Trust** assists young people and adults under 30 years of age, who face barriers in entering the construction industry due to finances, lack of awareness, ethnicity or gender. We support our beneficiaries in gaining confidence, skills and experience, and in accessing training and employment in the industry.

The Trust has unrivalled expertise and an outstanding record of success gained through its work in partnership with both key construction employers and local communities.

Benefits to the young people

Hosting a summer placement is an opportunity to provide real help to a young person during their journey to enter the industry. It is not only an exciting and stimulating opportunity for young people, it will also:

- Raise aspirations of young people by raising their awareness of the industry and exposing them to future possibilities.
- Inspire and motivate young people to consider construction as an interesting and rewarding career.
- Help young people decide what path they want to follow and may introduce them to career paths that they might not have considered beforehand.
- Bring them one step closer to the labour market and perhaps your company!
- Provide them with the opportunity to develop their technical and employability skills.
- Enable parents, teachers and career advisers to gain a clearer understanding of careers in construction and as a result enable them to develop the skills and knowledge of their students.
- Create a feeling of involvement in local redevelopment and an understanding of how construction, and your company in particular, shapes their surroundings.

“The two placements were well received by all members of the Lakehouse team with both students proving to be a real asset. The students contributed new ideas to our business and their energy created motivation in the departments they worked. As a result of the scheme, Lakehouse received press coverage and due to our commitment to work experience we have secured new business and awards. We are planning to support the scheme again next year.”

JOHNATHAN BROOKES *Lakehouse Contractors*

FAQs

● Is there enough for the student to do over the course of the placement?

Key to the success of the work placement is planning and dialogue with the student's teacher or trainer, or with the Trust. The most successful placements are timetabled beforehand, with the student spending time with different departments or supervisors, providing a good idea of the work that the company does. Introducing the individual to processes and roles that they might or might not eventually work in, still provides an extremely valuable insight. With more advanced students, however, you may wish to focus on certain aspects of your business or a particular project, especially if you see the individual as a potential employee!

● How long will the placement be?

This will be up to you. A work placement can be anything between 1–6 weeks or even more if you wish.

● Paid or Unpaid Work Placement?

A financial reward linked to the work experience can be very important for a young person, particularly if they face financial barriers. This is why the Construction Youth Trust aims to place young people primarily to paid work placements. Nevertheless unpaid placements are also valuable and in great demand.

● How can the company get feedback on the experience?

The Trust will facilitate the exchange of feedback. The student completes a reflective diary and this is made available to the company. Additional focused feedback is requested from student, host company and teaching establishment. This allows all parties to maximise the benefit of the experience.

REMOVING BARRIERS: INSPIRING AND SUPPORTING YOUNG PEOPLE

What next?

If you are interested in hosting a work placement, it might be helpful to:

- Consider the type of student you wish to host (age, area of study) and the type of placement you wish to provide (combination of office and site, which projects or teams, length, paid or unpaid).
- Consider the health, safety and welfare implications. The Trust can advise you on these matters.

- Make contact with the Construction Youth Trust, your local training providers or local Education Business Partnership.

For more information on the opportunities we offer, advice, or to arrange your engagement, please contact:

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