

Construction Youth Trust

Impact Report

Construction Youth Trust is a charity whose aim is to inspire and enable young people to overcome barriers and achieve their full career potential by connecting them to employers and opportunities in the built environment sector.



25,891
young people
reached last year



650 young people
immersed in programmes



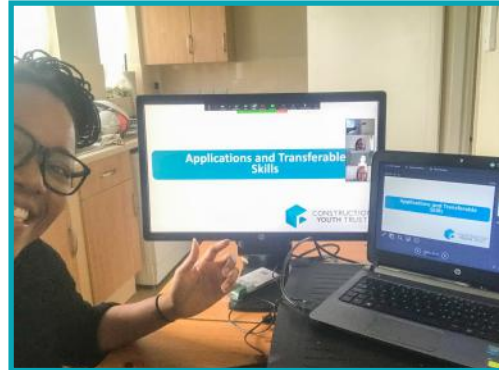
921 industry volunteers
donated 3,068 volunteer
hours last year



Nearly 4,500 young people
engaged in our COVID-19
online services

Innovating in times of change

The COVID-19 pandemic brought unprecedented challenge and change to the world. At Construction Youth Trust we quickly and efficiently adapted our face-to-face delivery and practical content to be COVID secure, and made our activities accessible online. The well-being of our young people has been at the centre of our adaptation, dictating our new styles of engagement and support.



4,203 young people engaged so far through online school, employability & careers networking sessions

For young people on the brink of their career journeys, meaningful employer engagements are pivotal in increasing young people's confidence when making decisions about their next steps.

Our online sessions remain employer-led, with industry volunteers engaging virtually so that young people can benefit from the knowledge and experience of those in the know.

68 young people signed up for our July digital World of Work experience, replacing traditional Year 10 Work Experience

For many young people a work experience placement is their first taste of the working world and too many young people lost out on the opportunity to attend a placement due to the pandemic.

Over 5 days young people were introduced to a diverse range of industry roles and given a practical insight into digital careers within the built environment.

189 young people have participated in online Level 1 Health & Safety & CSCS card courses so far

Across an 11 day online programme, participants engage with dynamic live webinars combining quizzes, polls, videos and expert delivery as they complete a Level 1 Health & Safety qualification and prepare to take their CSCS card test.

As well as attending comprehensive webinars, all young people are gifted with the CSCS test app to enable them to continue their practice after the online sessions end.

59 disadvantaged young people have accessed our laptop loan scheme so far

We secured funding from the London Community Response Fund's 'Delivering Differently' to form an effective 30 strong laptop loan scheme enabling those young people without access to devices or the internet to be able to participate in online programmes.

The funding also covers 5 Zoom webinar accounts for Trust staff, access for young people to well-being resources and additional online CSCS revision webinars.

An innovative and coordinated approach to school engagement

Our Schools Partnership programme prioritises working with schools where there are high levels of deprivation and additional support is required to help level the playing field. We build long-term relationships with schools and colleges, allowing us to coordinate meaningful interactions between young people and industry. Our aim is to support diverse young talent to recognise their career potential and empower them to overcome career barriers. For young people less suited to academic study, we want to raise awareness of alternative career pathways, such as apprenticeships. Sessions broaden career horizons, celebrate relatable role models working in the sector, challenge industry stereotypes and support young people to achieve their career potential.

In the 2020/21 academic year, we have been working closely with partner schools to continue our work through remote, as well as face-to-face means.

Here's what we achieved last year...



25,160 students reached

52% male 47% female 69% BAME

85% of students better understood/developed the kind of skills employers are looking for

87% of students improved their knowledge of careers in construction & the built environment



1,408 industry volunteer hours donated

94% of volunteers feel more confident encouraging a young person to consider a career in construction & the built environment

25 industry partners facilitated 59 week long work experience placements



63 schools engaged across London & North Kent

92% of influencers improved their understanding of the opportunities & careers available to young people in construction & the built environment

91% of influencers felt that the sessions challenged stereotypes associated with construction & the built environment

Spotlight on Pimlico Academy

Pimlico Academy is one of our lead partnership schools. Since 2018, a dedicated delivery team has been working closely with local industry partners to facilitate an exciting programme of employer engagement at the academy, creating trusted relationships with staff and students that have enabled us to deliver sessions and world of work programmes across the entire student body in 2019.

1,035 students reached

37%
male

61%
female

76%
BAME

22 sessions across all
year groups

22 students engaged in
longer term programmes



Curriculum linked school sessions

Students from across Key stage 3, 4 & 5 took part in meaningful employer encounters, discovering how their school learning relates to world-of-work scenarios

91% of students improved their knowledge of careers in construction & the built environment

81% of students understood/developed the kind of skills employers are looking for

63% of students are now more interested in a career in construction & the built environment

100% of influencers improved their knowledge on alternative routes into careers in construction & the built environment, including apprenticeships



Specialist projects

Year 10 students designed a new onsite Tranquillity Garden for Multiplex



Industry collaboration

9 different industry partners supported a wide ranging selection of sessions and programmes

Pimlico Academy has a student population where...

- 59.3% eligible free school meals (nat avg 27.7%)
- 45.6% have a first language that isn't English (nat avg 16.9%)



Future Property School

A team of Year 12 students spent 10 sessions planning, designing and pitching an idea for a live development, competing against a local school. Delivered in partnership with Landsec



Individualised coaching programmes

Year 11 students joined our new employer-led coaching programme supporting students to make successful post 16 transitions

Teacher Testimonial:

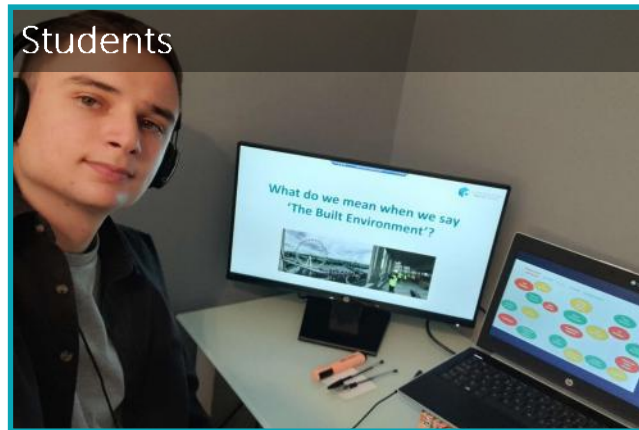
"The programme opened up our students' eyes to the careers they could have in construction and the built environment. The whole experience was brilliant and exactly the type of support I have been asking for, for years." Luke Collins, Design and Technology teacher

Spotlight on the Learning to Succeed programme

In partnership with L&Q, the Learning to Succeed programme was officially launched in February 2019. The housing association recognised a need to create a programme that had a positive, long-lasting impact on young people's aspirations and life chances by widening their awareness of available careers, challenging vocational stereotypes and helping young people develop the skills employers are looking for.

Following on from the success of the first two years, which saw the programme offer meaningful employer engagement through free STEM education lessons and careers support, we will be concentrating on building even stronger relationships with partner schools and offering more targeted support in pilot schools to students in transitional years to ensure they achieve their best next step.

Here's what we have achieved so far...



12,619 students reached
440 engaged through online sessions

30 schools engaged across
12 London boroughs

81% of students said the session helped them see how the subjects they study at school will be useful in a job in the built environment/STEM



676 industry volunteer
hours donated

Thank you to the wide range of volunteers who donated their time from across L&Q and their supply chain!

90% of volunteers felt that the sessions increased students knowledge of careers within construction & the built environment



Winners in the Third Sector
Business Charity Awards 2020!
Community Impact Category

"The Learning to Succeed programme has gone from strength to strength in reaching thousands of students in the participating schools. It has given many students their first experience in the construction sector and shown them the huge variety of opportunities available in the industry. We at L&Q are proud to work with Construction Youth Trust to inspire our young people to become the next generation of housebuilders and achieve their full academic potential."

Natalie Playfair, Project Manager of Successful Places for the L&Q Foundation

World-of-work programmes

Our immersive world-of-work programmes help a young person to become more work ready, with the ultimate aim of helping them progress on their journey to a rewarding career. We focus on supporting young people facing barriers to employment, those at-risk of not achieving their career potential and those most likely to miss out on careers opportunities. We want to level the playing field for young people from disadvantaged backgrounds and provide them with equal access to the opportunities the construction and built environment sector has to offer.

We have adapted our programmes for COVID-19, ensuring young people are continually supported to overcome barriers and reach their career potential. Here's what we achieved last year...



650 young people
immersed in programmes

| | | |
|------|--------|------|
| 63% | 37% | 62% |
| male | female | BAME |



1,127 industry volunteer
hours donated

74% of young people **feel well prepared to take the next step** to progress their career or education

83% of young people **improved their knowledge of alternative/ vocational pathways** including apprenticeships

77% of young people **feel confident they have the skills needed to succeed** in the workplace

69% of young people **are more interested in a career** in construction and the built environment



Employer-led engagements

Each programme is supported by inspirational and relatable industry professionals. By working alongside them i.e. preparing a development pitch young people experience an immersive insight into the world-of-work.



Work place/site experience

Young people visit a live site or workplace to explore careers in action. There is also the opportunity for young people to secure work experience placements with industry employers.



Employability masterclasses

On our programmes young people are held to the same standards as expected in the workplace. From mock interviews to career networking, young people develop and hone their employability skills.



Access to opportunities

Young people are supported into genuine training and job opportunities. Our world-of-work programmes are a springboard into the next phase of a young person's career journey.

Spotlight on Southwark, a place-based approach

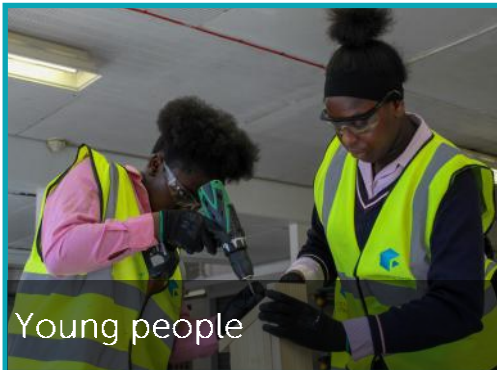
Southwark is a good example of how Construction Youth Trust's coordinated approach works across a borough.

Established with cornerstone funding from British Land and United St Saviours Charity, Shaping Southwark's Future now receives a wide range of financial and in-kind support from partners such as Southwark Construction Skills Centre, Tideway, Southwark Neighbourhood funds, Lendlease, Keltbray, Grosvenor, Wates, Southwark Council, Mace and Sir Robert McAlpine.

So far, as part of the partnership...

Southwark has...

- The 3rd highest unemployment rate of any London borough
- The 23rd most deprived borough in the UK
- Vast swathes of regeneration planned, including the Surrey Quays redevelopment and the North Bermondsey Project
- 11,000 new council homes due to be built over the next 20 years



Young people



Industry volunteers



World of work programmes



Employment or training

6,353 young Southwark residents reached

209 volunteers donated 558 volunteer hours

158 young people immersed in programmes
57 progressed onto follow-up work

47 young people achieved a successful transition into employment or training

82% of young people improved their knowledge of careers in construction & the built environment

2,0326 young people had an intensive employer engagement

78% of young people feel confident that they have the skills needed to succeed in the workplace

31 young people transitioned into construction and the built environment related destinations

74% of young people who had not previously considered a career in construction would now do so

142 young people went on a workplace or site visit

76% of young people improved their knowledge of alternative/ vocational pathways

16 young people began construction related apprenticeships

Spotlight on young people

Samina



We met Samina when she was in Year 12. Samina was fascinated by the building process, but believed that the only available careers were to be a labourer or an architect. She had no idea where she could fit into the sector.

On our world-of-work programme Samina discovered a love for civil engineering. The range of construction careers she encountered far exceeded those she had imagined. Samina secured a 2-week work experience with TFL during a mock interview, leading to a longer 7-week placement.

On her placement Samina met a female Project Manager who changed her perspective on her career options. Seeing a woman like herself in charge of a whole project made Samina realise that she both wanted to and could be that person. After completing a Civil Engineering Degree at London South Bank University Samina secured a place on the Galliard Homes grad scheme and is now an Assistant Site Manager.

“When working with you face to face, over the phone and via email you can really see how passionate and dedicated they are to help you reach your goals.”

Arthur



Arthur left school with 4 GCSE's and enrolled on one of our programmes aged 17.

Alongside practical sessions, Arthur achieved a Level 1 Health and Safety qualification and prepared for his CSCS card test. Despite having previously found classic 'sit-down' learning challenging, having the study sessions broken up with practical activities suited Arthur's learning style and he committed himself to gaining his qualifications.

We worked with Arthur to identify and apply for upcoming opportunities, helping him to present himself in his best light and give his applications a greater impact.

Having been so impressed by Arthur on the programme, we introduced Arthur to Berkeley Homes Limited who invited him to interview for a Carpentry Formwork Apprenticeship. We were absolutely delighted when Arthur secured the position.

In 2019 83% of young people made a successful transition into employment, education or further training*

*Of those young people monitored on our programmes in 2019

Mentoring and Targeted Support

In September 2019, the Trust launched its first targeted support programme, a long-term individualised careers programme aimed at young people at risk of not making a successful post-16 transition. The 12 month employer-led programme is designed to reconnect Year 11 students with their learning by introducing them to the world of work and inspiring them about a wide range of career opportunities that they may not have previously considered. The aim is to help students who might not be suited to academic study to explore alternative post-16 pathways suited to their individual strengths and interests, including apprenticeships.

In the pilot year...



11 schools selected
based on the needs of
their students



81 students enrolled
on the programme



Each student is paired
with a Construction
Youth Trust coach



Students take part in a
variety of one-to-one &
group activities

"The work you have been doing with the students has had an amazing impact so far. Academically, each student now has a focus and knows what grades and courses are needed to reach the next steps of their journeys.

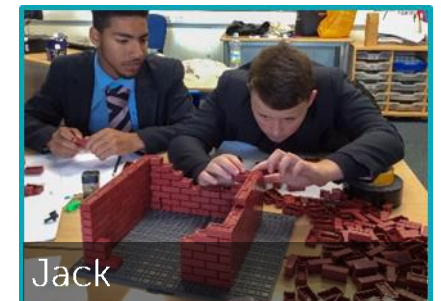
The aspirations of each student have improved immensely. They are now actively talking about their futures and their attendance at school, along with behaviour for learning, have improved.

The most satisfying aspect of this coaching has been the fact that they now have alternative and relatable options, and are engaged and invested."

Patrick Egbuchiem, Head of Year 10/11 – Behaviour Mentor, Compass School Southwark

We met Jack at the end of Year 10 when he took part in a 2 day world-of-work programme at his school, Pimlico Academy, before being referred onto our targeted coaching programme.

Known for being boisterous and outspoken, Jack finds the classroom learning environment frustrating. However, when immersed in real life work scenarios, Jack flourishes. The Trust arranged a week of work experience with a local employer. The week was a resounding success and Jack had an absolute blast working with the team.



Jack

Looking forward

For this COVID-19 generation, our work as a charity has never been more important. There are grave concerns that COVID-19 will significantly impact social mobility because of increased economic and educational inequalities. The construction sector is a central pillar of the Government's recovery strategy, and we want to redouble our efforts to make sure the most disadvantaged young people can access these opportunities.



Supporting Construction Youth Trust

As a charity, we rely on the financial support of our generous partners to help disadvantaged young people gain employment and meet their full career potential.

To find out more about how you can support our work to help young people, please contact Tom Glover, Partnerships Manager, at thomas.glover@constructionyouth.org.uk

"I firmly believe in getting involved with Construction Youth Trust as they've supported me so much along my journey and hopefully can do the same for you."



Creating pathways

As the full impact of COVID-19 is realised, we will be working harder than ever to connect young people to aspirational career and training opportunities in our sector.

Our two priorities in the next year are:

1. Providing long-term support to young people approaching key transition points to remove barriers that would otherwise prevent them from making a positive transition
2. Developing deeper relationships with our stakeholders to ensure we're able to signpost and connect young people to appropriate and aspirational opportunities



Collaboration

We are always looking to expand our local networks to support and strengthen our work. We are excited to explore the ways in which our innovative, digitally focussed response to COVID-19 can enhance our traditional means of supporting young people.

Can you:

- share your apprenticeship and employment opportunities?
- provide relatable role models to inspire our young people?
- offer work experience placements?
- connect us with other likeminded organisations?