

CASE STUDY: Costain & Network Rail



National Skills Academy at London Bridge

The National Skills Academy for Construction is a project-based training concept that is tailored to helping clients and contractors to get the right skills where they need them – on site. It's a demand-led training model, which means Network Rail and Costain determine the required skills. It isn't just bricks and mortar training; it's practical and happens on a live project. Specific targets and requirements are developed at project level so training is made to fit the needs of each project.

The aim is to leave a skills legacy; people that have been trained on site will develop key capabilities, which they would not have acquired had the project not demanded them.

Benefits

- Enables local people to be trained into jobs, helping to create sustainable communities
- Opportunities to place local students on work experience and placements in the industry supports local employment aims
- A sustainable workforce trained and developed in skills that directly meet employers' needs creates lasting employment opportunities
- For industry
- Workers and managers are trained in the exact skills needed by each project
- A good way to improve the skills of the workforce and increase efficiency without losing valuable time training employees off-site
- For employees
- Training in techniques and trades that are in high demand in today's construction industry.
- Access to a skills co-ordinator who can help with information, administration, and finding out about the range of funding and training you can get through CITB.
- Training is conducted on-site and typically within working hours needed for the job.

Since achieving our Skills Academy status 1st July 2013 we have enabled local people to be trained into local jobs, helping to create a sustainable community. We have given opportunities to place local students on work experience and placements in the industry supports local employment aims.

- 31 Workless Southwark Residents employed onto the project
- 25 Apprentices employed
- 27 work experience placements have taken place
- 262 Training opportunities for main contractor employees
- 186 Training opportunities for subcontractor employees

Our Apprentice's Story

Name: Ben Dowden

Location: London Bridge Station Redeployment

Framework: Steel Fixing

It all started a year ago when I signed on at the job centre. I was fortunate to learn that there was an open day; this was an opportunity to meet different employers for interviews and work experience. There were many different companies at the open day including the Team Programme run by the Prince's Trust. The programme consists of a 12 week personal development course offering work experience, qualifications, practical skills and a residential week. I was really interested in this 12 week programme because it helped with updating your CV, going out on work experience and building your confidence around others in the work place. I looked upon this scheme as an opportunity to get into the construction industry. I applied to the Prince's Trust Programme and was fortunate to be accepted and subsequently started at the end of January 2013.

The First two weeks of my Team program was about meeting everyone else and getting to know them and what they wanted to get out of the 12 weeks. As the programme progressed, we got a chance to do a two week work placement; this was one of the main reasons I wanted to be part of the programme. Following on from this, I was offered two weeks work experience in the construction industry. I did this with a couple of other candidates and enjoyed getting some hands on experience. Unfortunately, I was not offered a permanent job at the completion of the two weeks. Despite this I was happy with the construction experience that I gained.

In the following weeks, I met Tom Cleary, an engineer working for Costain. Tom and three of his colleagues came into the Team Programme to explain what they did, how we could improve our CV and to help us improve our interview skills. As the week came to an end, Tom Cleary emailed our team leader with upcoming apprenticeship positions and possible work experience at Costain - when I thought my chance was gone, another one came up.

It took some time after the Team Programme; however, six months later I was invited to attend an interview and skills assessment day with Costain at the London Bridge Project. A couple of weeks after this I found out that I had been successful at securing an apprenticeship at the London Bridge Project and started two weeks later.

I am very happy where I am and how I am progressing. The Princes Trust Team Programme has helped me by not only giving me this chance with such a big and well known company, but also to help build confidence and skills I did not think I had.



Get into Construction

From Monday 2nd June until Friday 13th June we hosted a Princes Trust Programme called “Get into Construction”. The programme is designed to give young people the opportunity to obtain employment within the construction industry by providing them with practical experience on site and expert tuition to gain their CSCS card.

From an initial twenty seven applicants twelve were eventually chosen to attend the two week programme. The twelve young men aged between 19yrs and 24yrs were inducted onto site and undertook D & A testing. During the two weeks they were taken through all the elements required of the CSCS test, to be taken during their second week, and undertook 15hours of practical activity involving formwork, steel fixing, concreting and bricklaying under the eagle eyes of three of the Projects senior supervisors.

As well as their practical site activities they were given a tour of the Project to understand the size and complexity of the works.



Their CSCS test took place at the CITB test centre in Leytonstone and all twelve were successful. On Friday 13th the Programme held their Celebration where certificates were handed to all by Clive Loosemore Costain Project Director and four of the twelve were offered the chance of employment on the Project, two with Keltbray , one with BCL and one with Prater.