

CASE STUDY: Lisa Snape, Gate person, Morganstone



1. How did you first get into construction?

I got into construction with the help and support of the Lift Programme run by Cardiff Community Housing Association (CCHA). The programme enabled me to complete my CSCS card tests and assisted me with gaining a place at Morganstone. *[The Lift Programme is run by CCHA in partnership with the Welsh Government and Cardiff Council, and helps the long-term unemployed into work].*

2. Did you always have an interest in this area as a child or did you develop an interest as you got older?

I have always had an interest in construction, especially the plant side of it, but was led to believe that this is not an industry for women.

3. How long have you worked in your present role with Morganstone and what do you like about your job? Please also tell us about your past roles and career.

I was a full-time parent to three children for 13 years, so I haven't had a career up to now but I have held various jobs over the past 13 years; I have worked in a bar and I've done office and shop work, but I found I didn't really settle into these roles. I have now been with Morganstone for 14 months and feel I am where I'm meant to be. I love my role at Morganstone as I get the pleasure of meeting new people on a daily basis, my capabilities are always tested and not one day is the same as the last. I also enjoy facing new challenges and have endless opportunities to grow and develop more skills.

4. What are people's reactions when they hear you work in construction? Are they surprised/supportive/intrigued?

When I tell people that I work in construction I seem to get various reactions; women seem to be quite surprised that I have been accepted into this industry, but I have found a lot of people are very supportive and encourage me to go further, especially family, friends and colleagues.

5. What do you like about your current role and working as a female within the construction industry?

I like the fact that I can show other women that we *can* work in this industry, that we are highly accepted and there is no limit as to what we can do.

6. Do you think the industry does enough to support women in construction, such as flexible working, maternity pay, promotions etc.?

I don't think the construction industry supports women as much as they could; there doesn't seem to be an option for flexible working, so I have found that at times it's been difficult to

keep up with the demand of a full-time job and three children. I think it should be a bit more flexible for single parents trying to juggle a busy life.

7. What advice would you give to other women or girls who might be considering a career in construction?

I would tell them that if they want a career in construction to go for it, because we can do it and we are accepted – we can succeed just as well as a male. Also I'd tell them not to let other people's opinions stop them entering construction as it can be a very rewarding career.

8. Do you think there is enough done at school level to encourage girls to choose the right subject to go into a construction-related role?

There is not enough done at school level to encourage girls into construction. There doesn't seem to be an option in this field for us and it is practically unheard of.

9. Going forward, how do you think the industry could change to encourage more women into the industry?

There is a lack of information when it comes to women in construction, so there should definitely be more advertising for women in construction. I also feel that schools should be doing more to teach females that they *do* have a place within construction and that opportunities for learning should be made available.