

Women into Construction Career Changer Project Overview

Encon Construction are delighted to announce the Launch of our CITB funded project, Career Changers: Women into Construction. Working in Partnership with Cardiff Community Housing Association, Glamorgan Construction Training Group, Chwarae Teg, The Home Builders Federation & Acorn Recruitment Ltd, we aim to increase the take up of women in trade roles, and work with businesses across the sector to ensure we create an Agile Environment that will support retention of industry talent.

Outline

To work with Construction & Civil Engineering Companies, Council Maintenance Departments, Housebuilders and Housing Associations to deliver a holistic career changer programme specifically designed to engage women, both with prior industry experience & transferable skills sets who are not currently engaged in construction.

The project will focus on engagement in the following trades;

- Plastering
- Painting & Decorating
- Labouring – with specific focus on Plant

This programme will focus on Training, engagement, support, culture and retention to ensure we are providing real opportunities and benefits for business and individual, and responding to industry surveys around women in construction.

(<http://page.gapsquare.com/building-a-better-workforce>)

Objectives

- To engage 20 Women Pan Wales
- To support the Training and Upskilling of participants in Trade routes (through most suitable approach for the individual – i.e. Apprenticeship / Jobs Growth Wales
- To match Changers with Female mentors from the existing workforce for 1 year
- To deliver Mentoring training across existing workforce – with a targeted approach to

Support those with caring responsibilities. 50 Female Mentors to be identified and trained.

- To provide 'The Agile Organisation Training' to senior & middle management
- To provide Unconscious Bias training to all participating organisations
- To develop a Goals vision board for each participant with their manager, identifying a clear Career progression route that both are able to work towards.
- To provide a series of 6 'pick and mix' sessions with participants directed at personal skills including leadership, networking, communication, workload management, team building etc.
- To develop a best practice guide and supporting documents for recruitment that promotes diversity practices
- To Trial a flexible/ agile scheme for a minimum of 2 participants and document outcomes at quarterly intervals for 2 years, producing an in-depth case study of

experiences and issues from both the employee and employer perspective, to assist with further roll out / implementation.

Impact

- Engagement and upskilling of 20 Women into Construction Trades.
- Identification of how Agile / flexible working can be practically applied within Construction trades – changing the views of hiring managers to encourage more diversity in Recruitment within construction.
- An increase in appropriately trained mentors and mentoring schemes within the construction workforce – leading to increase in retention of staff and reduced staff turnover / recruitment costs
- Improved recruitment procedures that promote equality and diversity and therefore a resultant increase in diversity in the workforce - measured at end of year 1 and 2.

Implementation

The changers programme will work with construction industry employers from across Wales to offer a paid changers scheme to 20 women who are not currently engaged in construction. The programme will be targeted at women who are currently in work but looking to retrain, and women who have taken a break from the workforce for the purpose of children/caring responsibilities. We will also be targeting women who are tenants of Housing associations across wales.

As part of the project, individual SLA's will be agreed with participating companies around working and payment terms, but all employers will agree to pay salary at NMW/living wage for the duration of the scheme. Support will be sourced via CITB/ Jobs Growth Wales etc. at time of agreement, based on the individual case. There will be no obligation for participating companies to permanently hire participants at the end of the scheme, although companies will be encouraged and supported to do so where beneficial to both employer and employee, and assistance provided by Chwarae Teg throughout.

A key worker will be allocated to each participant to undertake initial interviews and review of learning needs, this key worker will then meet with the participant regularly to review progress. Feedback from the employer will also be required at agreed intervals.

Communications between mentor and mentee will remain confidential but the participant will be encouraged to be open and honest about their experiences during their keyworker meetings.