



## Case Study

### SWANSEA CENTRAL – Phase 1 PREPARE TO WORK COURSE

#### Introduction to the Project

Swansea Central – Phase 1 consists of the construction of a 3500 seated arena, residential flats, multi-storey car parks and an iconic bridge. The build is worth in excess of £100m and is one of the largest projects seen in Swansea. It has brought a lot of interest from local people who want to be part of this historic build.

We regularly advertise employment and work collaboratively with Swansea County Council who has a dedicated team of 4 working with employment groups to ensure local people are offered employment as part of their aim to reduce deprivation in the area. We request CVs for all candidates so that we can familiarise ourselves with each individual beforehand, maximising the opportunities that can be offered to each one.

#### The Course

The course is a 2-hour session for 8 attendees run by one Buckingham member of staff and one from Acorn Recruitment. Due to COVID, this has now been reduced to a maximum of 6 per course. They are formatted into a two-hour slot where the attendees have the opportunity to discuss their employment requirements, ask open questions about life on site. A short site tour with the chance to meet some of our labourers working on site.

They have time to meet with one of the site managers who explain the work currently being carried out on site and what activities will be happening over the next few weeks that they may become part of.

If there are current opportunities, site managers carry out interviews for any suitable candidates and start dates are arranged during the course.



Feedback is given via the BBM team to help improve the attendee's chances of employment with us. Where improvements are required on CVs, this is highlighted and passed back to update.

Should there be missing tickets, advice is given on how and where to arrange the appropriate training/ or options to gain the relevant tickets in order to maximise local employment. Once all requirements are in place individuals are put forward for the next available role that they have an interest in.

This is also a filtering process for those who would not be able to work on our site due to a variety of reasons and relevant information is passed to their mentor with constructive feedback for them to succeed in gaining employment in appropriate sectors. This avoids setting people up to fail and builds confidence in in them to maximise their strengths. More than a third of our workforce are from the local area.