



Spotlight on...

equality, diversity and inclusion

**CONSIDERATE
CONSTRUCTORS
SCHEME**

Case Study: Morgan Sindall Work Experience

As part of the journey to addressing gender imbalance in construction, Morgan Sindall's 'Target 50:50' strategic work experience programme has had incredible support across the East this year.

Target 50:50 has set out with the aim to create a purposeful, empowering work experience programme that also creates gender parity. This summer, 27 students have taken part in the programme, 44% of these being female - the highest so far (compared to 7% in 2017 and 17% in 2018).

Students from Sir John Lehman High School, Sawston Village College, Thomas Mills High School, Mildenhall VI Form, Stoke High School, Alde Valley Academy and Litcham School joined the programme in groups of up to seven, to take on the construction challenge.

Thanks to the support of so many people across Construction East, the teams could immerse themselves into the project, whilst also spending time with our partner consultants (NPS, Concertus, RH Partnership) to create a 3D model of their building.

At the beginning of the week, each group chose construction management roles and were tasked to design a new community building, with a budget of £7.5 million.

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Rhys Orford, Stoke High School, Ipswich said:



It was an amazing experience, it's helped me to develop skills both socially and academically. It will be an experience I will remember for the rest of my life! You not only made me feel welcome, but opened my mind to new career pathways. The help and support has been phenomenal and the fact that you are helping people like me from a low socially mobile town is inspirational. I now believe I can go anywhere and believe in myself. Thank you for such a brilliant experience.



With a more equal focus on placements, we are hoping this will feed through into our talent pipeline, with a more equal split in degree apprenticeship applications next year. Last year 100% of our Degree Apprenticeships in the East were filled by work experience students. This year 50% of them have been, with 40% of them being women.

David Allston, Managing QS, Ipswich Office said:



I was a bit hesitant in getting involved at first as I didn't know what to expect, but it soon became clear that this scheme was giving the students the opportunity to see what working in construction is really like. The presentations on the final day were really impressive and it was heartening to see that many of the students were seriously considering careers in construction.

