

## Supporting local people to 'Get into' Construction City Football Academy, Manchester



### BAM people involved:

Penny Anderson  
(Education & Community Coordinator)  
Mick Donoghue  
(CFA. Construction Manager)  
Helen Lord (HR Manager)  
Julie Bratt & Tracey Book  
(CFA Community Engagement)

### Other organisations involved:

The Prince's Trust  
Job Centre Plus  
Manchester College  
Manchester City Football Club

Balfour Beatty Engineering Services Ltd  
F.K. Construction Ltd  
McCorry Brickwork Ltd  
Quest Solutions Ltd

### Key words:

Employment  
Community

### Did you know

The 'Get into' programme has supported over 4,500 disadvantaged young people. Over 72% have gone into education, employment or training with 50% securing a job.

*"We have seen some exciting developments this year in our work with BAM, like the Get in Construction programme."*

Rosie McKearney, Corporate Partnership Manager, The Prince's Trust



### Supporting local people into work

BAM Construction worked in conjunction with The Prince's Trust, Job Centre Plus and Manchester College to deliver the 'Get Into Construction' programme at the City Football Academy (CFA) development.

Pre-taster days were held at Newton Heath and Openshaw Job Centre Plus, and 28 young local people attended a selection process, from which 12 were asked to take part in the programme.



### Testing the trades

The group spent a week at Manchester College trialling different trades, such as painting, decorating, brickwork and general ground works. CSCS training also formed part of the programme and successful candidates who passed the test were asked to attend interviews on site with participating subcontractors.

Speed networking at the Information Centre on the CFA development allowed individuals and subcontractors to decide who was best suited to which roles on site. Following the networking session, seven candidates started work on site in various trades. The practical side of the programme was off to a great start and subcontractors supporting the programme including BBESL, FK Construction McCorry Brickwork Ltd. and Quest Solutions were keen to offer those involved in the programme a valuable opportunity.

A successful two weeks of work experience followed with all those taking part thoroughly enjoying learning new skills. Quest Solutions invested in extra training by sponsoring their candidate through a 'Working at Heights' course during the placement.

The final few days of the programme concentrated on interview and communication skills. Helen Lord, HR Manager for BAM Construction, spent a day with the group offering advice and guidance on interview skills and preparing celebration day speeches which the group presented and delivered at the Etihad Stadium to friends, family and all other companies and agencies involved.



### Continued success

Since the Get Into programme has finished, several of the participants have secured further experience with the subcontractors involved.

Subcontractor McCrory Brickwork Ltd offered two work placements and have since offered Thomas Dickson, who completed the programme, a permanent contract. He proved to be a conscientious, reliable and enthusiastic worker following a further six weeks on site. Thomas is now in the process of registering for an apprenticeship with Manchester College.

*‘Looking towards the long term future, I wanted a job with good career prospects and job satisfaction, which would give me skills for life. Having a new family, this opportunity makes all the difference in the world to me and my family.’*

Thomas Dickson, Brickwork Apprentice, McCrory Brickwork Ltd.

Subcontractor Quest Solutions (glazing trade) also offered two work placements on the ‘Get Into’ Construction course. Lee Adshead was fortunate to be included in on site training and completed a ‘Working at Heights’ course during the programme. He has since secured a permanent contract with them.

Kieran Bailey spent his work experience placement with F K Construction (roofing and cladding). Kieran is definitely more comfortable when out on site, literally working hands on. Helen Lord worked with Kieran at the pre-employability day and supported him with communication and interview skills. He went on to deliver a fantastic presentation on the celebration day.

Balfour Beatty Engineering Services (BBES) also supported the Prince’s Trust programme and two placements (one mechanical and one electrical) were offered. Again both participants completed the course and Prince Owuh delivered a very confident review of his experience on site at the celebration day event.

**Did you know**  
The Prince’s Trust ‘Get Into’ Construction 12 week team programme can lead to a foot on the ladder and a meaningful career for a young person.

*“Prince joined the BBESL team on site at the city football academy as part of the Prince’s Trust Get Into construction programme. Prince worked with the electrical installations team on site and got involved with the first fix elements of the works which included installing containment systems. Prince was very enthusiastic in his approach and was welcomed and encouraged by the BBES team.”*



*“Charles also joined the BBES team as part of the Prince’s get into construction programme, as part of the selection process Charles made it clear he wanted to gain experience in plumbing and knowing what he wanted went a long way to making Charles’s time with the plumbing team a success, Charles was enthusiastic throughout the programme and was fully embraced by the plumbers.”*

Keith Slater, Contract Manager, BBESL



### Training and apprenticeships

Thomas Dickson will start an apprenticeship this year at Manchester College.

*“Thomas’ work ethic on placement with McCrory’s brickwork was noted and led to employment with the company. I believe his enthusiasm and drive will take him through his studies in brickwork in the upcoming academic year.”*

Paul Lewis, Programme Executive - Get into, The Prince’s Trust



Lee Adshead was included in ‘Working at Heights’ training during the Princes Trust ‘Get Into’ Construction programme.

*“Lee’s 100% pass mark on his CSCS test is testament to his commitment and motivation to obtain work in the construction industry. As an apprentice of Quest Solutions, I’m sure his diligence shall continue.”*

Paul Lewis, Programme Executive - Get into, The Prince’s Trust

*“Kieran’s work placement with FK Construction was a significant development opportunity for him. The programme gave him the chance to flourish and credit it to him he maximised the opportunity.”*

Paul Lewis, Programme Executive - Get into, The Prince’s Trust

There was one young person, Kevin Foley, who attended the recruitment day but was unsuccessful in gaining a place on the programme. BAM’s Education and Community Coordinator Penny Anderson felt he deserved a chance and introduced him to Gordon Flint at our site at the National Graphene Institute. Kevin was successful in securing a two week placement on this site and has since gone on to gain short term employment with Morrisroe (concrete frame subcontractor). This then led to a longer term contract on our Gateway site with McFadden Construction.