

## CASE STUDY: FOUR CONSTRUCTION GROUP

### BACKGROUND

The Four Construction Training Group was formed in 2009 on behalf of the local construction industry to provide training throughout the areas of Merthyr Tydfil, Rhondda Cynon Taff, Caerphilly and Bridgend.

The group is made up of an executive committee and members who work within the industry. The sole purpose of the group is to source and co-ordinate quality, innovative and cost effective training.

Four Construction's initial engagement with the school was through their Group Training Officer, Rachel Garrod attending a FIR ambassador session in Bristol. The session was of interest after completing an online awareness module.

*"This training was very interesting and provided links to excellent resources and a network of likeminded people to share ideas with. We are now trying to source train the trainer so that the I can confidently share the message and teach new entrants about FIR"* - Rachel Garrod, Group Training Officer



### SUSTAINABILITY WITHIN YOUR ORGANISATION:

One of the biggest challenges that Four Construction Group face is keeping a sustainable workforce. There is a critical shortage across all trades in South East Wales but by pooling resources and improving knowledge, the group have found innovative ways to engage new entrants and begin to fill in the skills gap.

During 2018 the group worked with local businesses, colleges and training providers design an apprenticeship provision that was previously unavailable in Wales. Within two hours of launching the capacity had been reached, the group is now working with the college to secure funding for another cohort in January. This will prevent new entrants from losing interest in the wait until the next academic year.

As this is a pilot the group have been able to shape the curriculum to cover subjects which have previously not been included in apprenticeships. In addition, the group is training new tutors and assessors who are currently working directly in the industry, so that the training the apprentices receive is completely up to date with needs of the construction sector. To underpin this Four Construction will be using the resources provided by the Supply Chain Sustainability School.

### SELF - ASSESSMENT & ACTION PLAN



Four Construction group have completed a self-assessment and have accessed the resources within their action plan. Rachel Garrod who is the main point of contact with the SCSS explained how the assessment tool helped to fill a very large gap in learning which not was identified beforehand. Four Construction Group have also recently reassessed and have seen an improvement with their score!

As part of their action plan the group and students have viewed various E-learning modules. The modules have been used for everything from Toolbox Talks to references for a post graduate programme. *"They are very good quality and in a language that is accessible to anyone"*

### PR/ COMMUNICATION OPPORTUNITIES

Since becoming a member of the School, Four Construction Group have promoted the School through its group and Supply Chain. In addition, Four Construction Group invited Paul Parkinson from the Supply Chain School to one of their networking events, to provide an overview of the school. Since then two of the group's members have achieved silver membership!

## **THE FUTURE**

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- Four Construction Group will be attending two supplier days for the Wales school in 2019
- The group would like to continue to encourage colleagues to view resources so that new entrants are made aware of the FIR programme and other sustainability issues at a young age. This will then enable the entrants to be more knowledgeable and sustainable when they enter the work place.