

Case Study: MG Scaffolding

Challenges:

MG Scaffolding faces significant sustainability challenges:

Skills Gap: The most pressing issue is the anticipated skills gap due to fewer young people entering the scaffolding industry, expected to impact the construction industry significantly within the next three years as older workers retire.

Staff Retention: Another critical challenge is the retention of staff. It is essential for MG Scaffolding to address employee issues comprehensively and develop effective action plans.

Impact:

Engaging with the Supply Chain Sustainability School has significantly enhanced MG Scaffolding's understanding of construction industry issues, particularly in training, retaining, and recruiting.

As a FIR Ambassador, the representative from MG Scaffolding has leveraged the School to ensure fairness, inclusion, and respect are foundational benchmarks. The knowledge gained is crucial for convincing company directors of the importance of these values, proving invaluable for securing their support.

Engagement Events In the past four months, the representative from MG Scaffolding attended three career events in Oxfordshire and Birmingham:

School 1 Banbury: An apprenticeship program assembly was held for Year 11 students, where the school's proactive stance on construction trades was evident. The event led to significant interest from students looking to join MG Scaffolding's apprenticeship program post-GCSEs.

School 2 Oxfordshire: The evening careers event highlighted a push towards T-Levels and A-Levels, with less emphasis on apprenticeships.

School 3 Birmingham: A full-day event for students from years 8-11 showcased a general lack of proactive engagement with construction trades among students, who showed a stronger inclination towards careers in the NHS, graphic design, and the armed forces.

These experiences underscore the need for an educational shift in perception, where construction is not viewed as a field for low achievers but as a professional trade requiring significant skill and training.

Value gained:

Fact box



Company

MG Scaffolding

No of employees

122

HQ

Cheshire, WA6 0AR

Website

www.mgscaffolding.uk.com

Main contact

Claire Day

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Services

Scaffolding Contractor offering a complete bespoke service

About

MG Scaffolding is a specialised, experienced contract scaffolding company servicing the Midlands and surrounding areas. From operational branches in Cheltenham, Banbury and Brierley Hill, they provide a professional and reliable scaffolding service to a growing client base. They are a proactive, forward-thinking company that is evolving alongside a newer, more modernised industry. MG Scaffolding has been recognised by the Construction Industry Training Board and the National Access & Scaffolding Confederation.



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Assessments: Have proven to be an excellent tool for benchmarking and tracking learning progress at MG Scaffolding.

Action Plan: The action plan has highlighted areas for improvement and learning opportunities, although some aspects felt less relevant but still beneficial for broadening the knowledge base.

E-Learning Modules: These modules have been extremely beneficial, offering substantial learning and development opportunities. Certificates from these modules serve as evidence of ongoing professional development.

Value of Membership in the Supply Chain Sustainability School has provided MG Scaffolding with essential resources that would have been difficult to locate independently. It has also raised awareness about various issues previously overlooked. This engagement has proven crucial for enhancing the company's competitive edge, better aligning with client sustainability expectations, which has facilitated securing new contracts and fostering sustainable business practices.

Future proofing:

The Future of the School MG Scaffolding plans to continue leveraging the School to evolve and update learning processes within the company. Adapting to changing generational expectations is crucial, and the School's resources are vital for this transition. The company emphasizes the importance of continuous learning and improvement to adapt to the changing world, ensuring sustainability in business practices and employee training.

By maintaining a proactive engagement with the Supply Chain Sustainability School, MG Scaffolding aims to enhance its sustainability practices, keeping pace with industry developments and societal changes.