

# Building Futures



**PROJECT**  
Building Futures Programme

**LOCATION**  
Birmingham

employment route

- To provide training to make the transition between unemployment and employment
- Support the needs of economic regeneration and sustainable communities

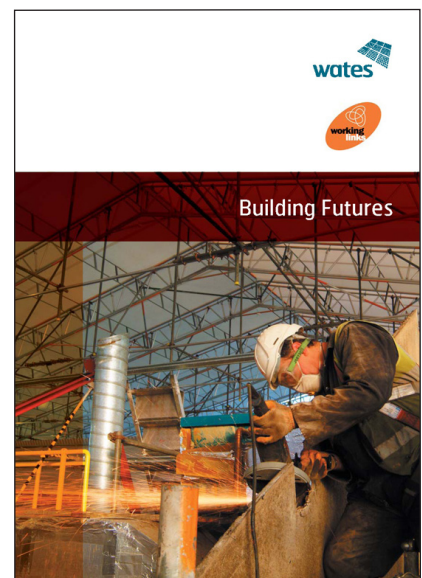
Wates Groups 'Building Futures' programme underpins our core value of respect for people and communities.

It was developed to help people overcome the barriers of unemployment into sustainable work and /or further education. All the programmes are run in socially deprived areas of the UK with high unemployment levels and where we are already actively involved in regenerating the community. This gives a clear demonstration of our commitment to sustainable communities.

The primary objectives of the programme are:

- To encourage those facing barriers to employment to secure full time employment
- To showcase the construction industry as an

The programme focuses on Long term unemployed – those out of work for more than 18 months, ex-offenders and parents returnees. What makes this programme different to others in the industry is that the focus is on people over the age of 40.



## CASE STUDY

### Building Futures



Low employment among older workers is currently costing the economy around £25 billion per year in taxes, public spending and reduced consumer spending.



Since October 2005, 10 delegates have participated in the programme. Of those, 5 have secured full time employment within the construction industry and are learning new skills and trades. 2 have found employment outside of the construction industry after they decided the construction industry was not for them.

The programme incorporates a wide range of areas including:

- Health and Safety leading to completion of the industry standard CSCS Health and Safety Test
- Introduction to Construction Trades with practical training
- IT Awareness
- Guaranteed interview with ourselves or our supply chain

This is underpinned with essential personal development and return to work skills which will prepare them for future employment and equally engender

the mindset to be ready for work. The development of behavioural skills is essential in the workplace today and having been out of employment for a long period of time these can so easily be lost. One of the unique aspects of the programme is that each participant is mentored by one of our employees both during the programme and following on from the programme. This enabled the participants to be coached in developing their skills on a one to one basis.

The programme was delivered in partnership with Working Links, a Government-funded body that provides training for ex-offenders and long-term unemployed in life-long employment skills. Working Links works alongside businesses to identify and develop appropriate skills and employment opportunities.

Clinton McConnell, one of the participants, had been unemployed for 4 months. Prior to this he had spent 4½ years in prison. Clinton felt that the 2 week programme gave him the opportunity to visit construction sites and actually find out what happens on them. Clinton was successful in gaining employment as a drivers mate with the opportunity of further training in carpentry. He has now sustained employment for over 3 months and the impact of employment has been incredible. Apart from more money



Clinton has had the opportunity of meeting new people and this has enabled him to secure a new flat and a new life.

Clinton McConnell

*"I am sure that had I not gone on the programme and got a job I would have ended up back in prison. When I was on the course, I met some great people and the biggest difference to my life has been the money as I have now got myself a new flat"*



#### CONTACT THE INNOVATOR

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