

# A BRIEF YET HELPFUL GUIDE TO... THE EDUCATIONAL AND VOCATIONAL OFFERS OF THE PAVIORS



With the introduction of the London Construction Academy four years ago, our Livery Company now supports a comprehensive range of educational and vocational programmes. These range from pre-apprenticeship courses for people not in education, employment or training at our London Construction Academy, through encouraging schoolchildren into construction via the Construction Youth Trust and Schools' Partnership, to the sponsorship of high achievers to study engineering at University through Arkwright Scholars. We also have the Alumni to maintain contact and support.

## The London Construction Academy

The Academy is now in its fourth year and is funded almost entirely by the Paviors.

It aims to meet the longer-term aims and objectives of the Company by providing work-experience, training and apprenticeships for the hard-to-reach in London's boroughs who are not in employment, education or training (NEETS).

Three to four courses run each year. Over a three-week course, candidates benefit from training in health and safety, first aid, customer service, construction sustainability, manual handling, banksman and employability. In addition, candidates are funded to obtain their CSCS (Construction Skills Certification Scheme) card. After successful completion of the course, candidates are awarded the London Bronze Pass and the opportunity to attend interviews to secure an apprenticeship/employment. Once employment is found, the Academy helps employees work towards obtaining further qualifications, such as NVQs.

We should all consider offering employment opportunities to one of our Academy students, even those of us who do not employ "blue collar" trainees. Of those students that find employment, a high percentage tend to stay there.

The Academy started in 2014 and by February 2018 had engaged with over 235 individuals to provide training and employment opportunities. Typically 70% of individuals attend secure employment, where 70%

remain in employment after two years.

## The Construction Youth Trust

The Paviors support the Construction Youth Trust which was set up by the industry over 50 years ago. The Trust works closely with schools to inform young people about career opportunities in the construction industry with a focus to support those facing barriers to employment such as women and young people from BAME (Black, Asian and minority ethnic) backgrounds.

The Paviors have been working successfully with the Trust for years and more recently through the Paviors' Budding Brunels Plus programme. The schools engagement scheme has been informing and motivating students at Morpeth, Oaklands and Swanlea schools in the Borough of Tower Hamlets.

A Schools Partnership scheme is now being adopted by the Paviors as a partner and will replace Budding Brunels. The Trust aims to help build a cross-industry partnership that promotes modern sector careers in long term coordinated relationships with over 100 schools and colleges, targeting those from disadvantaged backgrounds whilst prioritising skilled jobs. The Paviors have agreed to provide funding for an additional school in Westminster, St Augustine's Church of England High School. This will build on and expand the work of the existing Paviors' programme in the three Tower Hamlets schools.

With the vital support of our members and their companies we have been able to inspire young people thanks to our volunteers and role models, site and workplace visits as well as work placements, all leading to progression into further education, apprenticeships and/or training opportunities.

We are always looking for volunteers from the membership to attend events and activities, to connect us with those in your organisations who can help, including young graduates, HR personnel and others to offer suitable sites for the students to visit and provide one-week work placements.

## Arkwright Scholars

The Arkwright Scholarships Trust is an independent charity that identifies, inspires and nurtures future leaders in engineering and technical design. The Trust achieves its aim by awarding engineering scholarships, through rigorous selection, to high-calibre students in Year 11 from all educational backgrounds to support them through their A-level studies.

Scholars are selected for their potential by assessing their academic, practical and leadership skills in STEM subjects (science, technology, engineering and mathematics). This is followed by a two-hour aptitude examination and a university-based interview.

The Arkwright Trust awards in excess of 400 scholarships each year from more than 1 000 applicants and these figures are growing year-on-year. The financial award to each scholar is distributed to the student, who is allowed to spend the grant only on items and activities connected to their studies as validated by the Trust. Funds are also provided to their school to provide reports, and for facilities and equipment for the physics department, and to the Trust itself for mentoring, school visits and fundraising and for organizing the awards ceremony.

The Paviers currently sponsor two students each year for their two-year scholarship through to completion of their A-level examinations. This will increase to three students in the new academic year. The Master attends the London Awards Ceremony on behalf of the Livery to present the scholars with their Arkwright certificates. A mentor is appointed from the membership of the Livery to support each student. Information, advice and guidance is provided about an engineering career, selection of and applications to suitable universities, and with the preparation of a CV. Work placements and site visits are organised. The Livery invites the scholars, as guests, to attend the Paviers' Lecture and Dinner at Imperial College in February. Each student is invited to a Livery Dinner to mark the successful completion of the two-year scholarship, and this provides an opportunity for the Master to present them with a Paviers' certificate.

## Alumni

The Alumni has been set up with the purpose of providing ongoing support and advice as well as networking in a social atmosphere for the students that the Paviers' sponsor through the company's educational programmes.

The company is keen to provide advice and create opportunities for the students including work placements through members companies. We also actively encourage younger members of the Livery to participate in the events and help the Alumni.

By adopting a continued line of communication, when a scholar matures we would offer them the opportunity of membership to the company as a Freeman. The approach would enhance the numbers of our younger members and future liveryman.

**If you would like to find out more, get involved or support one of the above organisations in any way, please contact:**

**Construction Youth Trust and the Alumni:**  
Ian Edwards at [ianmedwards16@gmail.com](mailto:ianmedwards16@gmail.com)

**London Construction Academy:**  
Sharon Field at [sharon.field@fmconway.co.uk](mailto:sharon.field@fmconway.co.uk) and Rob Kremis at [robert.kremis@btopenworld.com](mailto:robert.kremis@btopenworld.com)

**Arkwright Scholars:**  
Neil Sandberg at [neil.sandberg@sandberg.co.uk](mailto:neil.sandberg@sandberg.co.uk)

By Rob Kremis and Ian Edwards

# THE CONSTRUCTION YOUTH TRUST - STUDENT INTERVIEW

**Samina Mukit was a student who attended the Paviers' Budding Brunels Plus programme in October of 2013.**

Words by Naomi Ryan, Schools and Further Education Coordinator at the Trust

**What persuaded Samina to participate in the Budding Brunels Plus programme?**

She was originally interested in architecture and wasn't going to attend the course but her mentor explained that it falls under the umbrella of construction and that she should still attend regardless.

**What did the programme teach Samina about the construction industry?**

That it is a huge industry with a variety of jobs and pathways that she didn't realise was out there. It really opened her eyes and she wouldn't have pursued this field if it wasn't for the course.

**Which area of the industry is she pursuing as a career?**

After completing the industry networking activity, she was really drawn to the work that a civil engineer does and actually ended up doing a civil engineering degree at Southbank University which she is just finishing this summer.

**What are her plans for further education and a qualification?**

As part of the course she was one of the students selected for a five-day work placement with TFL and then went on to do a longer internship with them. She has also attended work shadowing at Sir Robert McAlpine and is now really focused on looking for a job in civil engineering with one of the big construction companies.

The following are quotes from students who have completed past Budding Brunels Plus programmes:

"I learnt that there is more to construction than meets the eye"

"Construction now sounds more interesting than ever"

"Made me realise all possible roles and pathways to get into construction"

"There is more than one way to get into construction and it doesn't just involve tradesmen"

"I don't think I would have tried to get a job in construction before this"

"I now have a further understanding of the careers in construction"

"I really felt like I was in the role of Project Manager"

"I have always wanted to go into construction. Now I want to even more!"

"It has shown me that there are many different jobs in the construction industry and that there is a job for everyone"

"The site visit was one of the best bits because we had the chance to see a live construction site and have an idea of the career paths available in construction"

"There are more women involved in it than I thought"

"I can see myself as a Construction Manager as I would like to be there from start to finish"