

Apprentices

The Balfour Beatty Living Places Craft Apprenticeship is a three year scheme run by Balfour Beatty, in partnership with Southampton City Council, who are responsible for maintaining and improving the roads and highways in Southampton.

Six new apprentices were recruited in 2011 to work alongside professionals on Southampton's roads and highways, and gain the practical skills they need for long term careers in this field – please see attached Case Study

The apprenticeship scheme is giving each apprentice the opportunity to complete an NVQ Diploma Level 2 in Highway Maintenance operations. The rest of the apprenticeship is spent working on site, gaining experience and improving their newly gained practical skills.

Not only are we offering training and employment to these young people, but we're also ensuring we are getting them working in an area which we know is top of our resident's priorities - improving the State of the city's roads and pavements."

The apprentices are also given the opportunity to complete National Qualifications over the first two years of training, these include:

- City & Guilds 6156 New Roads and Street Workers units 1-7 and 9.
- Construction Awards Alliance NVQ Diploma Level 2 – Highway Maintenance Operations.
- Emergency First Aid at Work (one day) HSE certificate.
- NPORS Telehandler (Bucket attachment only) Training and Assessment or Chainsaw training and Assessment (Lantra or NPCT Crosscut & maintenance certificate)
- Lantra Awards NHSS 12 D Modules 1 and 2 (Traffic Management)
- CSCS Blue Skilled Worker card.
- CSCS Health and Safety Awareness Training day.

Industry standards certificates:

- Manual handling – Pristine Condition certificate

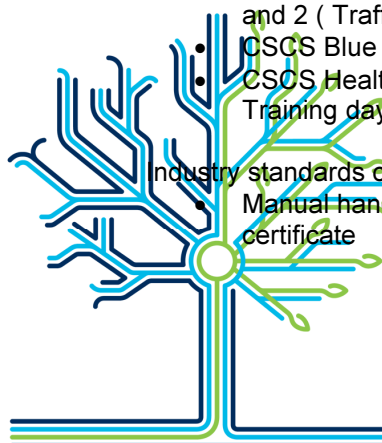
- Use of small tools and hand operated plant
- Use of abrasive wheels (P.U.W.E.R.) HS(G) 17
- Kerbing basic skills
- Drainage basic skills
- Fencing basic skills
- Banksman reversing vehicles on site and in depots.

The six apprentices recruited ranged from 18 years to 25 years old. Of these six, four remain with us. One left after not successfully completing their probation in spite of a lot of support and mentoring. Another left after securing a position with better salary focussing on short, rather than long term gain.

Since this time we have also recruited two Trainee Traffic Technicians (Apprenticeship equivalents) and these are studying BTEC in Transport Planning and Traffic Management. We are also acting as a host sponsor and employer for The Rainbow Project's Life Chances initiative and have one vulnerable young person also working with us for a period of one year in the Highways craft area.

The three year programme will be completed in 2014 when we will be looking proactively to try and recruit a new wave of local, vulnerable young apprentices. This will necessitate looking beyond the NAS recruitment process which does not in isolation actively support or encourage these particular groups.

Any employer needs to bear in mind that it is important to provide the right support, mentoring and training. Our experience of aiming to recruit from the more vulnerable groups has led us down the path of also working with those who have more expertise in this field – The Rainbow Project.



Case Study

Apprenticeships



As part of our Partnership Contract we committed to employ four apprentices per year. In September 2011 we recruited six apprentices on a three year Highways Maintenance Apprenticeship, giving opportunities to a range of young people in Southampton.



Key Objectives

- To complete their three year apprenticeship programme and achieve their qualifications including gaining skills and knowledge to do their job well.
- To integrate with the Highways Maintenance Gangs and work well in teams
- To liaise with the public in a polite and helpful manner if necessary or if approached by them
- To assist in maintaining and improving the Southampton Highways

Key Results

- The apprentices have integrated well with gangs/teams
- They have learned new skills before their training programme started
- They are completing their programme of training at the Exeter training centre.
- They were very well received by the training centre who reported back that they were enthusiastic and a credit to the company.

Client Benefits

As well as complying with our contractual agreement, we ensured our recruitment process provided opportunities to a range of young people in the local community by not only contacting JobCentre Plus but also informing other agencies such as The Rainbow Project and Southampton City Council's Safeguarding Division who work to help young people from deprived backgrounds to find work.

We have found the apprentices to be very hard working and eager to learn and they do a good job towards helping to keep the Southampton highways in good condition.

"Balfour Beatty's apprenticeship efforts are thoroughly applauded. This is something the Council are really proud to be linked to and hope its success can be built on to an even greater extent over the coming years of the Highways Service Partnership."

**For more information please
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