

Working in partnership we have identified the barriers that construction employers were facing when taking on apprentices and have developed a model to combat those barriers.

Coventry City Council is the accountable body for the Scheme and provides programme and financial management. Via their ambitious three year Jobs and Growth Strategy for the city and their Social Value Policy they ensure local people and businesses benefit.

National construction company BAM Construct UK are the host employer and carry out the full human resource function for the scheme. BAM provide the scheme manager who has the responsibility of securing new placement providers and ensuring that the apprentices are linked up to appropriate initial/carousel placements. They then deliver pre start and day one on-site induction. Together, BAM's workforce manager and scheme manager deal with any issues apprentices have on site regarding appropriateness of work available and when a 'carousel' would be advantageous to the apprentice and benefit the employers. Local Colleges provide the academic training needed for the young people to achieve their Apprenticeship Framework, co-ordinate site visits for NVQ assessors and monitor the progress towards framework completion.

BAM, as host employer, carry out the full Human Resource (HR) function. Their workforce manager has responsibility for ensuring that they are supported through their apprenticeship and has regular one to one sessions with each of them. This support has ensured good attendance and attitude.

A steering group consisting of representatives from BAM, the colleges, and Coventry City Council meet regularly to discuss progress of the scheme.

For further information please contact Julie Venn-Morton, Skills and Growth Manager on 024 7683 3832 or email julie.venn-morton@coventry.gov.uk

Case Study

Construction Shared Apprenticeship Scheme



Achievements to date:

The Scheme won the **Apprenticeship Scheme of the Year** at the National Federation of Builders Awards 2013. It was also a highly commended shortlisted finalist in the National Local Government Chronicle Awards 2013 for Public/Private Partnerships. Apprentice Elliot Seenan was commended for his determination and efforts to further his career in construction in the **Young Builder of the Year** competition.

Outcomes to date:

- 35 young people joined the scheme
- 17 have achieved their Full Apprenticeship Framework
- 18 have secured full time employment, self employment or further training
- 16 out of the 35 have moved to one or more companies
- 12 young people are currently on the scheme working towards their framework completion

Meet the Buyer Event

Coventry City Council and Costain held a Meet the Buyer event in February 2014.

The event aimed to introduce local SMEs to Costain, who had won the contract for two major developments in Coventry (Friargate Bridge and Whitley Junction). The event was held in a vacant shop unit to enable easy access for businesses who wanted to learn more about the types of contracts Costain wanted to subcontract for. More than 30 people attended the event, from a range of different businesses covering construction, engineering, security to ecology. Following the event one of the businesses that attended, is now in discussions with Costain on a rail electrification project and advance ecological works. They are also listed as potential supply chain supplier for M4 Corridor work which is a £800m bid. Many of the other businesses are now on the tender list for future work allowing the local supply chain to benefit from the larger contracts they award.

FSB Local Authority Awards 2014

Coventry City Council was awarded the Best 'Small Business Friendly' Procurement Policy as part of the FSB's annual Local Authority awards.

The awards celebrate and promote local economic development and the judges comments said 'Coventry City Council's application showed how an innovative approach to keeping trade local and has helped local firms to access contracts'. The Council is determined that local businesses should have the opportunity to bid for supply chain work for major projects and by holding the Meet the Buyer event in partnership with Costain local companies had the opportunity to show what they could do.

Shared Apprenticeship Scheme

The Coventry and Warwickshire Construction Shared Apprenticeship Scheme is a partnership initiative between Coventry City Council, BAM Construct UK, local colleges and construction employers.

Costain decided to use the scheme after being introduced at the Meet the Buyer event and went on to appoint a local young person as an administration apprentice. This proved to be so successful that he has now been offered full time employment with Costain.

Costain agreed to link in with schools to offer site visits and Coventry City Council have linked them to a number of primary and secondary schools. Costain have also supported a number of local jobs and careers events.

Case Study

Costain

COSTAIN



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Coventry's Fuel Poverty Project was devised by the Sustainability and Low Carbon Team as an innovative response to fuel poverty in Coventry.

Focusing on insulation and heating improvements for disabled householders likely to be fuel poor, the team successfully bid for £597,000 of funding from the Department of Energy and Climate Change. The third and final phase of the project is currently underway – the life of the project was extended by attracting an additional £223,000 of Energy Company Obligation funding from British Gas.

One of the ambitions for the project was that local contractors should be used to carry out the work. The Council's Procurement and Commissioning Service examined a number of different framework contracts and identified the Scape National Minor Works Framework as being suitable. One of the attractions of the Framework was that the appointed contractor, Kier Services Ltd, had to place at least 60% of the work with suppliers within a 30 mile radius of the city.

The Sustainability and Low Carbon Team subsequently negotiated with Kier to increase the local supply target up to 100%, and after carrying out their own selection process, Kier appointed Rockwarm, a specialist insulation company based in Nuneaton.

The project enabled Rockwarm to provide employment to twenty nine local employees in order to deliver the project. Five were from Coventry and the remainder lived in Nuneaton, Bedworth and Hinckley. Three new locally based operatives were taken on to be part of this workforce. Two of these, Dan Stokes and Mick Neville, were renderers who had been unemployed, and as a result of the project both received training to NVQ level 2 in external wall insulation. The third was Charlie Miles, an unemployed cavity wall insulation installer. Charlie was also trained to install external wall insulation, and has now progressed within the company to become a Quality Inspector.

This project is an example of the council working smartly to lever in external funds to tackle a pressing local problem for vulnerable people. In so doing it has also helped the city's economy by providing employment and making it easier for people to avoid high energy costs and be healthier by having better insulated homes.

For further information please contact Dave Shiner on 024 7683 1356 or email david.shiner@coventry.gov.uk

Case Study

Coventry Fuel Poverty Project



Project partners:

Kier Services Ltd
Rockwarm Insulation Ltd
Scape System Build Ltd

Value:

Dual funded - DECC Local Authority
Competition funding £597,000
British Gas Energy Company Obligation
funding £223,000

Outcomes:

- Fuel poverty mitigated
- Health and wellbeing of disabled householders improved
- 100% of work carried out by local workforce
- Employment and training opportunities for local people