



**Project Code TW-17-01**

**Start 01-03-18**  
**Suspended 29-07-20 (Covid-19)**  
**Project End 30-10-20**  
**Close down 20-11-20**

### **End of Project Evaluation – Final Report**

The Sherford Training Centre opened on 30th April 2018 with a high profile PR event with Gary Streeter Member of Parliament for South West Devon on hand to do the official ribbon cutting.

There were 3 main elements on this project

- ❖ **L1 City & Guilds Certificate (60% ex-military) x6 [10 participants per course].**
- ❖ **Refresher Courses x9 [7 participants per course]**
- ❖ **30 OSATS City & Guilds Diploma x30**

### **L1 City & Guilds Certificate (60% ex-military)**

**We managed to complete 5 of these with the last one being cancelled due to Covid-19.**

### **Each time the courses got progressively better**

1<sup>st</sup> Course summary...

Being a new training centre and having to build new relationships with ex-military resettlement businesses at the same time as recruiting, with a race to meet a close deadline, it was a challenge to engage ex-military personnel into this recruitment milestone. The milestone was recruited for in full, however none of these students were of an ex-military background. Many of the students recruited onto this course were referred from the Jobcentre and out of work for quite some time. Their unemployability was underestimated as many failed attendance to interviews following the course despite having fantastic engagement in the course. It appeared many students were happy to stay on benefits. The ex-military and recruitment challenge was voiced to CITB and others involved as something we needed to work on. This also had a reflection on the employment progression rates for the first course, as the contractors were not initially aware of how much their support was needed despite best efforts to engage them. A few contractors came forward but only two students secured a spot with them for the first cohort. This course was a great starting point and from this we were able to review our processes and engagements to ensure the following cohort had better success rates....

## 2<sup>nd</sup> course summary...

During a cluster review meeting with many military contacts it was apparent that they did not feel the first course set up would entice the students from the military background as it was part time spread over a long period of time. Due to this it was agreed that moving forward the timescale and attendance would be condensed and would be delivered over a Mon-Fri period, longer days over a shorter amount of weeks. This in turn did bring in more interest to the next recruitment milestone for this course. This proved effective with ex-military numbers rising to 4 out of 10. We also ensured that the acceptance level onto the course for students was higher and those accepted were employable but lacked skills and knowledge.

Work placements were very difficult to come by at the start of the project but as awareness of the training centre and courses widens, we are noticing an increase of response to our placement requests. For the second course we held a sub-contractor breakfast event, where CITB were also present, for the site contractors to meet with the students whilst on their course, see what tasks they have completed and whether there were any relationships we could make for placements. This proved to be successful, with two students offered a job outright at the event and is something we replicated for the next courses. At present four students already have an offer of employment on this course.

## 3<sup>rd</sup> course summary...

- ❖ All ten learners secured work after the course (100% success rate).
- ❖ There was one ex-military on the course of ten.
- ❖ There was a lack of referrals from ex-military on the course due to many of these candidates securing employment before the course started, The Job Centre having no set tracking system for ex-military personnel, Armed forces charities personal advisors have caseloads that are regional and so this course is very niche for the requirements of their candidates.
- ❖ Plenty of subcontractors came in to see the learners and give them advice and guidance.
- ❖ All but one candidate passed the CSCS card test.
- ❖ The course finished with a huge subcontractor event that brought all stake holders together to celebrate the course and the learner's achievements.

## 4<sup>TH</sup> course summary...

- ❖ South Devon College came to speak to the cohort
- ❖ Bovis Homes Site Manager came to speak to the learners in the workshop environment
- ❖ Tour of the Sherford Construction site led by a Taylor Wimpey Assistant Site Manager
- ❖ Worden & Son came to speak to the learners about jobs in bricklaying & Scaffolding
- ❖ Drake International who are a recruitment provider who specialise in ex-Military came to speak to the learners.
- ❖ Sphere Solutions who are one of the chosen Sherford recruitment came to visit the learners.
- ❖ Building Plymouth which is a Plymouth City Council initiative came to give a talk to the learners.
- ❖ ITS who are one of the chosen Sherford recruitment firms came to visit the learners
- ❖ The National Careers service came to deliver a group session to the learners.
- ❖ Employable who a new recruiter based around a phone app came to visit the learners
- ❖ Talk from an Assistant Site Manager from Linden Homes
- ❖ Sherford Subcontractor Event – Celebration of the Multi-Trade course and the learner's achievements.
- ❖ Learners had the CSCS touch screen health & safety test at City College Plymouth

## 5<sup>TH</sup> course Summary...

- ❖ Taylor Wimpey came into the training centre to speak to the learners about Apprenticeship opportunities.
- ❖ Clarion Housing came in to speak to learners regarding careers advice & guidance.
- ❖ The Plymouth Construction training Group came in to speak to the group about jobs in the industry.
- ❖ Weber Training came in to teach the learners expert plastering techniques.
- ❖ The CITB came to speak to the learners about the Industry twice over the duration of the course.
- ❖ The University of Plymouth came to visit the project
- ❖ Sherford's top management team came to speak to the learners
- ❖ ITS Construction Personnel came in to talk about Jobs in the Industry and helping the group find employment.
- ❖ Sphere Recruitment came in to get the learners registered for work.
- ❖ Learn Devon came to speak to the learners about free adult learning courses to get them back into work in the surrounding area.
- ❖ A brilliant site visit was led by Steve Hoskin Construction at Sherford.
- ❖ The National Careers Service came in to speak to the learners about their futures.
- ❖ Final day employer/partner engagement event with learners.
- ❖ Drake International who are a recruitment provider who specialise in ex-Military came to speak to the learners.
- ❖ Building Plymouth which is a Plymouth City Council initiative came to speak with the learners.
- ❖ ITS who are one of the chosen Sherford recruitment firms came to visit the learners
- ❖ Learners had CSCS touch screen health & safety tests at City College Plymouth

We were thinking that to achieve a 100% Military attendance for the final course we could explore speaking to Reservist Military Units in Plymouth like 6 Rifles (Infantry). This could though of been detrimental to the Job centre and partner organisations like PLUS who were excited/engaged by the project and the partnership working/profile raising we had with them.

### \*\*\*Good News\*\*\*

50 New Entrants participated on this Construction Skills Multi trade course x5.

#### **29 Secured employment.** Breakdown below:

Jobs at Sherford after the course x14

- ❖ Xcel Bricklayers x2
- ❖ Hattam Carpentry through via Taylor Wimpey x2
- ❖ Steve Hoskin Construction x2
- ❖ Infinite Tiling x2
- ❖ YGS Landscapes x3
- ❖ Bovis Homes Bricklayer x1
- ❖ Security Management South West – Construction Traffic Management Operatives x2

Jobs in the wider construction industry after the course x13

Jobs not related to Construction x2

Enrolled onto a City College Construction course x5

Other participants x16

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#### **Refresher/Bespoke courses x9**

The welcomed variation to make these courses inclusive for new entrants meant we had the opportunity to meet the high demand of referrals from partner organisations in the city of Plymouth from Job Centre Plus and word of mouth (Social media enquires).

As the Sherford development evolved and house specifications changed we discovered that the refresher courses initially set up are slowly differing to what the specialist skills are. As house spec changes happen we needed to ensure our courses were still fit for purpose with regular catch ups with the Sherford contractors to ensure we were up to date with changes on site.

#### **Delivered**

- ❖ Carpentry Refresher course was completed successfully.
- ❖ Steve Hoskin Construction English Bond Refresher course was completed successfully.
- ❖ YGS landscaping Refresher course was completed successfully.
- ❖ Mastic Sealant Refresher Course

This Mastic course was particularly successful and was delivered by the Plymouth Sealant Company for 7 members of the existing workforce.

- Barkwells Plumbing & Heating x3
- SF Decorators x1
- Infinite Tiling x1
- Bovis Homes x1
- City College Plymouth x1

The last five Bespoke courses were cancelled due to Covid-19.

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## OSAT City & Guilds Diploma

- ❖ We had 30 OSATS City & Guilds Diploma: Bricklaying; Carpentry; Plastering; Plumbing; Roofing to deliver over the course of the project.
- ❖ The main demand come from the brick, roofing and carpentry trades.
- ❖ The 22 week delivery for the College's OSAT assessors seems to have been demanding on them. The assessors have large caseloads and the Sherford OSATS were a bit of a shock to them and so were struggling to deliver the OSATS in that time frame.
- ❖ The way forward on the 22 week turnaround was to have a stronger emphasis on this outcome right from the moment the learner is registered.
- ❖ Mitigation on any outstanding non-completions beyond 2020 was to have 29 of the 30 OSAT learners registered early so we were way ahead of schedule.
- ❖ We welcomed the CITB approval of variation to have fully funded OSAT's for all trades that need them. When I emailed the OSAT offer to the Sherford supply chain it became clear that there was a demand for OSAT's in Painting and Decorating at Sherford.
- ❖ Roofing OSAT/NVQ's in roofing at Sherford have been delivered by South Devon College x13.

**OSAT Summary**...29 of the 30 OSATS started the programme so we were way ahead of schedule and on course for timely completions.

Companies utilising the OSAT upskilling opportunity for their staff included:

- Western Counties Roofing
- Hattam Carpenter
- Eden Carpentry
- SF Builders
- SF Decorators
- Taurus Bricklayers
- GK Worden&Son
- Steve Hoskin Construction

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## Mitigation for cancelled CITB courses at the Sherford Training centre 2020.

In September we delivered a Building Heroes Multi-Trade course (City of Guilds Level 1) at the Sherford Training centre. The Cohort was for 12 learners from the Royal Marines, Royal Navy & The Rifles.

We also delivered x3 two week Bespoke Construction Courses at the Sherford Training centre.

- One was for a University Cohort of 2<sup>nd</sup> Year Built Environment students.
- The second and third courses were Job Centre Plus referrals.

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## Feedback & Observations...

The way the **Milestone plan document** was produced with the associated payment schedule was very hard to follow and could have been written in a far simpler way. The realities of the programme will vary as the project flows and the demands (or not) unravel as the project develops. It was good to have such a helpful CITB project lead who was able to help us through this process in relation to milestones being able to start ahead of schedule or later in the programme.

- ❖ The L1 City & Guilds Courses...were a joy and we probably headlined the project to partners in the region. They were a joy as we had quality time with the learners to really help shape their futures.
- ❖ The Bespoke refresher courses...were a real challenge to deliver on and we were thankful that the CITB allowed the variation to New Entrants even though we never got to deliver on them due to Covid-19.
- ❖ The OSAT delivery...was a huge success with a near 100% completion rate and this was helped by the CITB allowing us to be flexible and get learners registered as soon as demand came in particularly in roofing.

**Overall** this project has been a resounding success and we would like to pay particular tribute to Nick Edwards who has been just so helpful and supportive on this project in his role Project Support from the CITB side.

***We look forward to the next chapter at Sherford Skills in relation the CITB Onsite Experience 3 funded programme that starts in January 2021-2023.***

## Marketing of Provision links below

See social media platforms where there has been extensive coverage of the project.

Twitter: @sherfordskills

Facebook: @sherfordskillstrainingscheme

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## Further video links below which are well worth a watch!

Sherford\_Devon (@Sherford) Tweeted: Sherford's Skills Training Centre is giving local people the opportunity to learn new skills and trades on one of the region's largest active construction sites. Check out this video from @Gazevansuk to see how the Centre is helping to build futures.

@sherfordskills #sherford [https://twitter.com/sherford\\_devon/status/1189886964591452160?s=27](https://twitter.com/sherford_devon/status/1189886964591452160?s=27)

[https://www.youtube.com/watch?v=1dZ9vA8oycM&fbclid=IwAR04oSsc\\_vR1DD3HxGN6THybkiGQN\\_OkzD7hSw8JpI7\\_KJOt6FGUsI5qhk0w](https://www.youtube.com/watch?v=1dZ9vA8oycM&fbclid=IwAR04oSsc_vR1DD3HxGN6THybkiGQN_OkzD7hSw8JpI7_KJOt6FGUsI5qhk0w)

[https://www.youtube.com/watch?v=w7QbnoM8OYs&feature=youtu.be&fbclid=IwAR2FLhSFKej\\_8ICafO\\_SaXCCn3Lpoq-tIOB7Fjyi9R3Nh8KueNfZ5CLEIjE](https://www.youtube.com/watch?v=w7QbnoM8OYs&feature=youtu.be&fbclid=IwAR2FLhSFKej_8ICafO_SaXCCn3Lpoq-tIOB7Fjyi9R3Nh8KueNfZ5CLEIjE)

<https://sherford.org/news/a-lasting-legacy-for-local-people/>

<https://sherford.org/news/sherford-skills-training-ben-/>

<https://sherford.org/news/sherford-skills-training-anna-/>

<https://www.plymouthherald.co.uk/news/business/plymouths-1bn-new-town-springing-2659573>

End.

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