

THE THINK DIFFERENTLY INITIATIVE

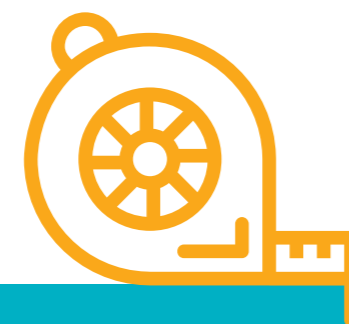
Mitie Property Services	Flexible Fund - Innovation
CITB Funding: £482,967	July 2016 - January 2018
Total Project Costs: £800,072	

This project seeks to expand on Mitie's previous experience of supporting a young man with autism who was seeking his first job in the construction industry. A bespoke training and work experience programme was designed, supported and delivered for him. This project aims to build on this experience and take the training programme further by supporting sixty disabled adults across Scotland and England to have an opportunity to enter the construction industry with the support of employers, employee mentors, structured training and work experience.

WORLD OF WORK EXPERIENCE (WOWEX): THE GROUP PLACEMENT PROJECT

ISG Pearce	Flexible Fund - Innovation
CITB Funding: £28,443	May 2016 - October 2017
Total Project Costs: £40,673	

The project overcomes the practical barriers to delivering work experience and increases the appeal of working within the industry. The aim was to design a week of work experience activity that any construction contractor can download and lead. The design of the activity was interactive and engaging, providing a 'real life' project for students, providing a 'taster' of a range of careers. It links to the curriculum in a range of ways including Maths, Design Technology, Science, Geography, Citizenship and English. It enhances employability skills, increases confidence, increases awareness of, and routes into, careers and raises aspirations.



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CONFERENCE PROGRAMME

6th December 2017

The Royal Society, 6-9 Carlton House Terrace, London, SW1Y 5AG



Programme

TIME:	SESSION:	
9.30 – 10.00	Registration Refreshments	
10.00 – 10.15	Opening Remarks	Karen Jones Chair of CITB's Investment Fund Committee
10.15 – 11.30	Theme: Projects with industry-wide implications	Project presentations include: CECA – Fairness, Inclusion and Respect (Briony Wickenden) HBF – Home Building Skills Partnership (Jenny Herdman) Skanska – Supply Chain School Strategic Partnership (Ian Heptonstall) Mears Group – Women in Construction (Gainor Keeton)
BREAK		
11.45 – 1.00	Theme: Business Improvement for SMEs	Panel discussion: SME Skills & Training Projects hosted by Mark Noonan. Employers include: Mossford: Upskilling GME: Management Training and App Baxall: Supply Chain Strategy Wales National Roofing Training Group: Competing for More Work
1.00 – 1.45	LUNCH	Video Content: UCG: Breaking Ground Willmott Dixon: Right To Work
1.45 – 3.15	Theme: Innovation, Pilots and Prototypes hosted by Braden Connolly	Projects include: HAE: Virtual Reality Training (Graham Arundell) ISG – Careers in Construction (Vicky Hutchinson) Stewart Milne: BIM (Stewart Dalgarno) Esh: Carbon Coaching (Simon Park) Mitie – Think Differently Initiative (Mark McCafferty)
3.15 – 3.30	Future Plans for the Flexible and Structured Fund (FSF)	Hosted by Geeta Nathan & Steve Radley
3.30 – 4.00	Theme: Collaboration Group discussions based on future commissions and networking	Options are: Innovation: Projects on BIM, Off-site manufacturing, digital learning (Facilitated by David Plummer) Careers: Diversifying entry routes into the industry (Facilitated by Debbie Johnson)
	Closing Remarks	Karen Jones

Project summaries

FAIRNESS, INCLUSION AND RESPECT TOOLKIT – STAGE 2

Civil Engineering Contractors Association | **Structured Fund – Infrastructure Support**

CITB Funds: £222,400
Total Project Costs: £317,900
January 2016- May 2017

The project aimed to deliver a greater awareness of the FIR principles by further developing an employer toolkit to support a culture of more inclusive and diverse workforces throughout the industry.

Leaders and managers in the main contractors and their supply chains were trained in the skills and knowledge needed to embed FIR principles in their project delivery and workforce management strategies. Those responsible for training in these organisations benefited from a sounder knowledge of the benefits of the FIR agenda and are better equipped to provide relevant training on the topic. Awareness of the FIR agenda has been raised within the industry through both the engagement of the main contractors and their supply chain.

HOME BUILDING SKILLS PARTNERSHIP

Home Builders Federation | **Structured Fund – Infrastructure Support**

CITB Funds: £2,726,165
Total Project Costs: £3,952,990
March 2016 – December 2019

The project aims to develop a sector infrastructure that will define how to attract, train and retain a skilled and professional workforce to build over 1 million new homes in the next 5 years.

By engaging up to 100 homebuilders and targeting specific occupations, and with the support and leadership of the homebuilders, the project will create and develop an industry-responsive infrastructure that will communicate the benefits of smart recruitment, training and retaining the workforce to up to 3,500 homebuilders and homebuilding supply chain companies across the UK.

It will develop a unified identity for the Homebuilding sector, developing a more professional, fully trained workforce at all levels by increasing the levels of skills interventions and training that includes future training needs and curriculum. The project aims to increase productivity and deliver added value per employee as training becomes more focused, consistent and cost effective.

INCREASING FEMALE TRADE APPRENTICES AND OPERATIVES IN SOCIAL HOUSING BUILDING MAINTENANCE SECTOR

Mears Ltd | **Flexible Fund – Innovation**

CITB Funds: £340,455
Total Project Costs: £490,255
March 2016 – July 2017

The project aimed to increase the inclusion of targeted recruitment and selection in the procurement of social housing; increase the number of females working in trades and crafts in social housing maintenance, by providing signposting toolkits and best practice guidance and to identify to employers how they could best retain women in this non-traditional area of work, once they have been recruited.

The project provided an oversight and understanding of the issues around female recruitment and retention in this sector. A range of resources were designed and delivered in a variety of formats, targeted at a number of audiences (housing associations, local authorities, SHBM contractors, schools, colleges, youth groups), providing a holistic solution, addressing the issues from a range of angles to achieve systemic change.

SUPPLY CHAIN SCHOOL – STRATEGIC PARTNERSHIP

SKANKSA | **Structured Fund – Infrastructure Support**

CITB Funds: £2,510,496
Total Project Costs: £6,935,194
February 2016 – December 2020

This project proposes a 5 year strategic collaboration with the CITB to significantly increase the level of training within the supply chain and help to promote and enable innovation within the sector.

The Supply Chain Sustainability School provides an online skills diagnostic and a comprehensive library of best in class learning resource - all freely available to the industry. The procurement leverage of the school's Partner organisations has successfully engaged 4,500 employers and 10,000 individuals in training since launch 3 years ago.

A longer term relationship will allow the School Partners to plan more strategically, innovate to foster collaboration and work with our supply chains to both close the skills gap and address skills shortages.

BIM BUILDING INFORMATION MODELLING – READINESS STUDY, BUSINESS CASE & IMPLEMENTATION PLAN

Stewart Milne | **Flexible Fund - Innovation**

CITB Funds: £177,999
Total Project Costs: £380,000
March 2016 – April 2017

The project included research, by carrying out pilot studies and business mapping, to evaluate the people and business readiness for BIM. This resulted in a business case for further investment in people, process innovation, collaborative working, cultural change, training, systems and new design software technology.

ONLINE AND VIRTUAL REALITY TRAINING

Hire Association Europe | **Flexible Fund - Innovation**

CITB Funding: £84,350
Total Project Costs: £120,500
November 2016 – May 2017

The project supported Hire Association Europe's objective to invest in new technologies and make training more readily accessible to a wider audience using innovative solutions including 360 degree video, 3D animation, Virtual and Augmented reality and Oculus Rift.

CITB funding ensured the beta VR modules could begin to be developed and test the proof of concept. The first two modules covered 'working at height' using scaffold towers and 'cut off saws'. Other modules in development are breakers, drills, angle grinders, circular saws and diamond drilling. Every module covers a range of issues that broadly includes PPE, hazard perception, risk assessment and actual simulation of using that equipment, before completing a multiple choice assessment.

Training can be delivered on-line to learners using a mobile phone or tablet and will eventually cover all key construction areas, including product-specific training (tools and machinery), occupational health and health and safety.

CARBON COACH COURSE (C3)

Esh Construction | **Flexible Fund - Innovation**

CITB Funding - £34,600
Total Project Costs - £49,460
August 2016 – September 2017

The project resulted in the development of the 'Carbon Coach Course', a comprehensive skills programme for construction apprenticeships, introducing the topic of carbon reduction and best practice energy management. Developing this programme for apprentices provided both the background knowledge and practical skills which equipped the industry to respond to the 2025 objective 'Driving Carbon out of the Built Environment 2025'.