

Appendix 1: Case Studies

Apprenticeships Case Study

Apprenticeships

Eny came to this country from Iran in 1970. For 38 years he worked at Heathrow Airport as an Airport Services Agent, but he always wanted to do something related to construction, particularly in the engineering or electrical field. He studied Plumbing, Electrical Installation and general Engineering in the evenings before deciding to specialise in Electrical Installation. After completing his Diploma, he approached JBT for an apprenticeship placement which he was duly granted after a successful interview.

Eny's apprenticeship is being delivered by private training provider, MIT Skills, where he is progressing well. Although he struggles a little bit with written English, JBT intends to provide some additional support. He currently attends the MIT centre in Byfleet on a day release basis.

During his time on site, Eny has never missed a day or even been late once. As a mature apprentice (he is now 70 years old) he is a fine example of dedication and commitment to his peers. Every site he has worked on he has been commended for the quality of his work, his dedication and all-round desire to improve his skills. He treats everyone with the utmost respect and courtesy and is without doubt one of the most diligent apprentices JBT have employed in its 10-year existence.



The Future

"I absolutely love my apprenticeship. I'm over the moon and thoroughly enjoying it. I have always loved construction and always wanted to be an electrician.

There has been nothing negative about my experience and I feel 100% supported by my peers. My plan is to be a qualified electrician, gain my gold CSCS (Construction Skills Certification Scheme) card keep working within the construction industry

Case Study – Moving On Up

Moving On Up

Jemel Harri-Nanan is a Level 4 Procurement and Supply Chain apprentice working for Balfour Beatty Vinci Systra (BBVS), HS2's Old Oak Common station construction partner.

Jemel is a Brent resident and was first engaged through Brent Moving On Up (MOU), a project part-funded by Brent Council to support young black men into employment.

The support Jemel received from the Brent MOU project led to an introduction to BBVS through a formal agreement between Brent Council and HS2 to connect Brent residents to employment on HS2. Initially, Jemel did a work placement in the BBVS Procurement and Supply Chain team and the significant impact he made led to him then securing his apprenticeship.

Jemel is due to successfully complete his apprenticeship and will progress into a new role in the BBVS Procurement and Supply chain team.

He has also used this as an opportunity to inspire other young people in his community – for example, volunteering at Newman Catholic College in Brent to promote STEM career pathways.



Jemel's manager, Manish Tailor, said: "Jemel greatly impressed me from the interview for his work placement. He clearly had a real interest in the role, demonstrating a real depth of knowledge and confidence. Jemel shone during the work placement taking on every task with eagerness and a positive attitude and he soon felt like he was part of the furniture! So it was an easy decision to encourage him to apply for the apprenticeship he successfully secured and he's proven to be such a wonderful asset to the team, extending to running our bi-weekly town hall meetings and appearing in HS2 videos to promote apprenticeships."

Adam – Apprenticeship Case Study - Grand Union, Brent

Adam lives in Stonebridge, and applied for the Berkeley Group Site Supervisor Apprenticeship through Brent Works. Following two successful interviews with senior St George management, Adam was offered the role and was enrolled with University Centre Farnborough to complete an HNC in the Built Environment and will also work towards CIOB membership in his final year of the apprenticeship.

The Project

Grand Union will create a vibrant new canalside neighbourhood. Located in Alperton, close to Wembley, Grand Union will be a unique waterside destination to play, work and relax.

Background

Prior to starting an apprenticeship in construction, Adam had graduated from the University of Portsmouth with a 2.1 in History. However, the covid-19 pandemic began a few months after he graduated from university and thus he found it difficult to find work in his field. Adam joined a roofing company which he worked at for 2 years eventually working his way up to the role of a roofer. Adam realised a real passion for construction and as a result wanted to expand on his knowledge and progress within the industry. Due to already having a strong academic background, Adam believed site management would be the best fit for him. Adam then began searching the Brent Works website and contacted the local job centre to aid him in his search for a career in site management which was enabled due to the creation of the Berkeley Site Supervisor Apprenticeship Scheme.

Adam's comments

Adam – St George Apprentice Site Manager

“I am truly thankful to my local borough Brent and St George for providing me with the platform and skills to excel and progress within an industry I have complete passion for. Having been born and raised in the nearby St Raphael's council estate, I am ecstatic I now have the opportunity to help provide the community with world class affordable housing. Having been involved in building both Assembly House and Brauston House I can unequivocally say St George and Brent are providing the community with some of the best affordable rental housing in the country and I am thankful I have the opportunity to help. Additionally, also seeing and being involved in the numerous other initiatives St George are participating in to assist and further the community makes me really proud to be a part of the company.”

Partnership working

St George are pleased to be working in close partnership with Brent Works to attract talented local people to become part of a team and progress their careers in construction.



“Thank you to Qualified 4 Life and Brent Works for allowing me to gain the Level 3 diploma in gas engineering and pursue my career in gas. Since passing the Gas Boot Camp, I managed to find myself a job where I am currently a trainee gas engineer. The experience has been satisfying and a challenge at times. I would highly recommend this course, its life-changing”

Moawya Khan

Brent Employment Service – Digital and Creative Skills Sector Work Academy Programme (SWAP)

“I am 37 years old, female, with a bachelor's degree in technology (Biotechnology) degree, and many years ago I used to work as a Research Associate, and I completed IT courses. Due to some family circumstances, I had a career break. Initially, I was interested in IT but my long-term goals for my career have changed during this process. I was unemployed and was seeking a job before I joined the Digital & Creative SWAP. I volunteered for a grant making organisation shadowing the board. I needed some support with my CV, job search, interview skills & I joined this programme”.

My career coach helped me with my CV & job search. I also did a short course for a GP admin job role. I started applying for jobs. I discussed my career goals with her. She sent me relevant jobs to apply for. My work coach helped me to regain my confidence. She helped me to understand mapping the skills in my CV to the job specifications. We did mock interviews as well. I felt very confident after the sessions, and I cracked the interview, and I got a job within the NHS in administration.

I am still receiving support from my career coach as I need to move forward in my career goals. My experience with the Digital & Creative SWAP has been life changing. I learnt to map my skills to the job specifications, interview skills & got the best career advice. With their support I want to move forward in my career & achieve my career goals of becoming a physician associate or project manager”.

Supporting our Berkeley Foundation Charities - Crisis

Crisis Brent Skylight Centre

Deepak Chavda and Katie Samford visited the Crisis Skylight Centre in Brent on the 8 February 2024 for their employer workshop. Katie and I had a really good discussion with seven of their service users who expressed an interest in finding out more about Berkeley Group, St George, what we do as a business and the range of career opportunities through apprenticeships and targeted vocational training and pathways to access opportunities in the built environment. Great way to promote apprenticeships and training to those most impacted by risk of homelessness or sleeping rough on the streets, sharing experience to change perception. There were some engaging discussions and questions.

Following the event, two of the candidates were invited to Grand Union. One was interested in Brickworks and the other in logistics. Both candidates met with respective contractors and were offered work placements and have now both been successful in securing employment. Nathaniel (Centre of photo) is working with Progressive and Sanchez (second in from Deepak) is working with O'Neill & Brennan.

Deepak also attended Crisis Pathway to Employment event on Thursday 18 April 2024. Crisis invited a small group of employer to engage with their service users providing information advise and guidance of careers. We will be continuing our engagement with Crisis and supporting their service users in Brent.



ISSUED: [26/04/2024]



Case Study: Chintan Bhudia – Construction Site Supervisor Apprentice

Introduction



Chintan applied with Evolve Apprentices Ltd., via Indeed, for what was originally a Level 3 Construction Contracting Operations (CCO) Apprenticeship (framework) as part of the CITB Shared Apprenticeship Scheme. Evolve referred Chintan to Brent Works for registration as a local resident, and to gain further support. As an outcome, Chintan was the first apprentice enrolled on the Level 4 Construction Site Supervisor Apprenticeship (standard) with Evolve.

The Projects

As part of the CITB Shared Apprenticeship Scheme, Chintan has worked across multiple developments throughout his apprenticeship, employed by Evolve Apprentices Ltd. and Hosted by a variety of contractors.

Chintan's Comments

This apprenticeship has taught me perseverance, patience, and I've learnt to manage my time more effectively, work within a team, and gained confidence in myself. While the site work has always been positive, the course work has been the biggest struggle and at times felt never-ending, though I understand it's vital. I've enjoyed working on different developments and with contractors of various sizes, it has been interesting learning how large contractors / developments differ from smaller contractors / developments with regards to my role and responsibilities on site. I am in the final stages of my apprenticeship, now Hosted by Faircloth Construction, and look forward to gaining my CSCS Supervisor (Gold) Card on completion.

My next goal is to progress onto the Level 6 NVQ in Site Management to gain my CSCS Managers (Black) Card. None of which would have been possible without the support of the Host contractors I have worked with, Brent Works for supporting Evolve with work placements, and Evolve for employing and supporting me throughout my apprenticeship.

Partnership Working

Brent Council's Brent Works team have supported Chintan as one of their resident apprentices, putting him forward for opportunities on local developments to meet Employment & Training Targets on site. Evolve would not be able to employ and support Brent apprentices without the support of the dedicated Brent Works team.