

ESF Case Study

- **Name of activity:**
Employees Support in Skills – Solent Area
- **Name and address of organization:**
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Summary - details of when the activity was established, how the activity is being funded, and the aims and objectives of the activity

CSW Group Ltd successfully won a bid that provided European Social Fund (ESF) funded activity to support individuals who are aged 18+ and employed in the Solent Local Enterprise Partnership area. CSW implemented a subcontracted model of delivery that presents a network of partners with an opportunity to make a positive difference to the lives of employed people and their employers working in the Solent LEP area.

The project aims to ensure that participants are supported through training to a progression within work and/or in further education.

The services delivered by Trade Assessments Ltd (TAL) has achieve the following for participants:

- Support for SMEs, to help them determine the training needs of their staff, through the completion of a training needs analysis.
- Support for individuals to participate in bespoke industry led training programmes, where they have

demonstrated overcoming various barriers to accessing learning and progressing within work and required by the priority sectors.

- Delivery of specific modules that increase the effectiveness of participants who have secured employment with an SME in the construction and civil engineering industry (a priority sectors),
- Enabled low-skilled employees the opportunity to progress to higher value employment and qualifications
- Support individuals to start on higher level skills by providing worthwhile taster units of relevant vocational training; work-based access training and work shadowing opportunities related to higher skills/paid jobs.

Trade Assessments Ltd (TAL) is a Hampshire based training provider that specializes in delivering training and assessment across an extensive range of construction and civil engineering provision, both in the workplace and at our well-equipped and accredited training centre and is proud to have been chosen by CSW Group as a delivery partner to support this project.

TAL has an extensive employer network and through their work with their employer base find themselves in a strong position to identify industry needs and provide solutions. This project enabled TAL to support individuals working for a family run construction company, based on the Isle of Wight, a region where employers advise support with training is often difficult to access, a workbased training, assessment and a progression route that enabled the individuals to gain qualifications that are commercially recognized and equip them progress within the industry.

Participant's starting situation - details of what the participant's situation was when they joined the activity

TAL worked with the Crownpark's Contract Manager to undertake a Training Needs Analysis, where we identified their workforces training and development needs, together we identified seventeen of their workforce who would benefit from this project.

The primary focus of this case study is DB, who was previously employed within the hospitality and catering industry, however, like many jobs on the Island, this was only seasonal employment. DB applied for a job with Crownpark and even though he did not hold any construction related experience or qualifications and declared that he "found it hard to read and write" his enthusiasm led them to give him a start as a laborer/unskilled operative.

Barriers - details of what barriers the participant faced before and during their time on the activity

Because DB did not hold any recognized Construction or Civil Engineering qualifications or a competence card some construction sites would not allow DB access. This significantly restricted his ability to work at all the locations that Crownpark worked as some sites didn't allow DB access due to his lack of qualification. In addition, the afore mentioned difficulty "to read and write" presented an additional barrier.

A final barrier was the access to specialist Civil Engineering training that is available to those working and/or living on the Isle of Wight while holding down fulltime employment.

What interventions and actions did the project undertake with the participant?

Trade Assessments tutor/assessor supported DB to achieve his qualification and adapted learning and assessment strategies to meet his individual needs, while adhering to the awarding bodies assessment criteria, so as not to compromise the qualification.

Outcomes and impact - the result of the interventions and actions of the activity. How have these made a real difference?

Over the past year or so the potential they saw in him has been realized and they put him forward to undertake an NVQ level 2 Civil Engineering qualification, which he successfully completed. He has since progressed onto and achieved the Co-ordinating and Organising Work Operations in the Workplace unit, of the NVQ level 3 Occupational Work Supervision qualification.

The program of learning and assessment has also improved DB's self-esteem and confidence. He has declared that he now feels "more competent in (his) job role" and "feels more valued as an employee" and now undertakes very specialist Civil Engineering tasks within the company.

Next steps - what are the participant's future plans, what do they intend to do next?

DB plans to continue with his Civil Engineering training and assessment, specifically focusing on aspects of construction plant and hopes to achieve additional recognised plant qualifications and progress further within the industry.

DB's tutor assessor has recognised his motivation and qualities and identified him as a potential foreman and/or leader.