

Notes & Actions:

Employer Advisory Board: West London Construction Hub

Date: Friday 22nd March 2024 | Online vis TEAMS

Chair: Paul Skitt | Skills Director | Flannery Plant

No	Agenda																																																																																												
1	<p>Welcome & introductions: Paul Skitt These meetings are designed to help employers with their skills & employment challenges, share best practice, encourage collaboration and bring expert speakers to the table</p> <p>Attendees:</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 25%;">Paul Skitt</td> <td style="width: 25%;">Flannery Plant</td> <td style="width: 25%;">Barry Mortimer</td> <td style="width: 25%;">WL Green Skills Hub</td> </tr> <tr> <td>Kate Marsh</td> <td>ISG Ltd</td> <td>Alick Whitfield</td> <td>Laing O'Rourke</td> </tr> <tr> <td>Gouy Hamilton-Fisher</td> <td>Timpson Group</td> <td>David Wake</td> <td>Galldris</td> </tr> <tr> <td>Sanjay Suri</td> <td>HRUC</td> <td>Zunaed Ahmed</td> <td>Mace</td> </tr> <tr> <td>Tommy Rawlinson</td> <td>Erith Contractors Ltd</td> <td>Carole Pridmore</td> <td>Mulalley</td> </tr> <tr> <td>Anthony Frayne</td> <td>CITB</td> <td>Dee Smith</td> <td>Women into Construction</td> </tr> <tr> <td>Benaisha Daruwalla</td> <td>West London Alliance</td> <td>Maddy Donaghy</td> <td>Careys</td> </tr> <tr> <td>Michael Collins</td> <td>Ingeus</td> <td>Cat Holland</td> <td>Wates</td> </tr> <tr> <td>Chris Steels</td> <td>Ingeus</td> <td>Ajay Purbhoosing</td> <td>Workwhile</td> </tr> <tr> <td>Maryam Razzaq</td> <td>OPDC</td> <td>Kathryn Ridyard</td> <td>Bouygues</td> </tr> <tr> <td>Leonie Appenteng</td> <td>Danny Sullivan</td> <td>David Allen</td> <td>CECA South</td> </tr> <tr> <td>Ambrose Quashie</td> <td>HS2</td> <td>Lilia Frunzo</td> <td>AlignJV</td> </tr> <tr> <td>Beverley Mcquire</td> <td>West Thames College</td> <td>Jared Joseph-White</td> <td>Retrofit Works</td> </tr> <tr> <td>Yaseen Akhtar</td> <td>HRUC</td> <td>Rosemarie O'Donnell</td> <td>SCS Railways</td> </tr> <tr> <td>Daljit Bains</td> <td>West London College</td> <td>Giles Strachan</td> <td>HRUC</td> </tr> <tr> <td>Anna Gration</td> <td>West London Business</td> <td>Hisham Zubeidi</td> <td>MIT Skills Ltd</td> </tr> <tr> <td>Carl Licorish</td> <td>CITB</td> <td>June Wilkinson</td> <td>BAM Construction</td> </tr> <tr> <td>Bar Kaplinsky</td> <td>Cub Hill Ltd</td> <td>Raju Ahmed</td> <td>Higgins Partnerships</td> </tr> <tr> <td>Lee Boresta</td> <td>College of NW London</td> <td>Paula Arkell-Waller</td> <td>Bouygues</td> </tr> <tr> <td>Sian Rebourg</td> <td>The Hill Group</td> <td>Salma Khan</td> <td>The Hill Group</td> </tr> <tr> <td>Brian Haley</td> <td>Equans</td> <td>Jags Sanghera</td> <td>Berkeley Group</td> </tr> <tr> <td>Elliott Murphy</td> <td>BBVS JV</td> <td>Fiona Burke</td> <td>McGinley</td> </tr> <tr> <td>Alina Sacalus</td> <td>Bowmer + Kirkland</td> <td>Robert Allan</td> <td></td> </tr> </table>	Paul Skitt	Flannery Plant	Barry Mortimer	WL Green Skills Hub	Kate Marsh	ISG Ltd	Alick Whitfield	Laing O'Rourke	Gouy Hamilton-Fisher	Timpson Group	David Wake	Galldris	Sanjay Suri	HRUC	Zunaed Ahmed	Mace	Tommy Rawlinson	Erith Contractors Ltd	Carole Pridmore	Mulalley	Anthony Frayne	CITB	Dee Smith	Women into Construction	Benaisha Daruwalla	West London Alliance	Maddy Donaghy	Careys	Michael Collins	Ingeus	Cat Holland	Wates	Chris Steels	Ingeus	Ajay Purbhoosing	Workwhile	Maryam Razzaq	OPDC	Kathryn Ridyard	Bouygues	Leonie Appenteng	Danny Sullivan	David Allen	CECA South	Ambrose Quashie	HS2	Lilia Frunzo	AlignJV	Beverley Mcquire	West Thames College	Jared Joseph-White	Retrofit Works	Yaseen Akhtar	HRUC	Rosemarie O'Donnell	SCS Railways	Daljit Bains	West London College	Giles Strachan	HRUC	Anna Gration	West London Business	Hisham Zubeidi	MIT Skills Ltd	Carl Licorish	CITB	June Wilkinson	BAM Construction	Bar Kaplinsky	Cub Hill Ltd	Raju Ahmed	Higgins Partnerships	Lee Boresta	College of NW London	Paula Arkell-Waller	Bouygues	Sian Rebourg	The Hill Group	Salma Khan	The Hill Group	Brian Haley	Equans	Jags Sanghera	Berkeley Group	Elliott Murphy	BBVS JV	Fiona Burke	McGinley	Alina Sacalus	Bowmer + Kirkland	Robert Allan	
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2	<p>Update West London Green Skills Hub Barry Mortimer Hub coordinator</p> <p>Key points:</p> <ul style="list-style-type: none"> • The Hub runs two employer boards, 'construction' and 'green skills'. Attendees of construction meetings are very welcome to be put on the mailing list and join the green skills meetings. Action: Let BM know if you like to receive calendar invites and be on the mailing list for the green skills employer meetings • The Hub has secured an additional year's funding from the GLA – until March 2025. Going forward there will be a bigger focus on delivering events such as jobs & training fairs • The Hub will be running a new programme with Women into Construction around June (dates tbc). Action: Employers who would like to take part by offering work placements and have job vacancies to fill get in touch with BM to find out more • Employers are encouraged to come forward and offer work placements or site visits. These are needed by West London's colleges & training providers. Actions: (i) Get in touch with BM if you are able to offer work placements or would like to know more (ii) Work placements - agenda item at the next meeting 																																																																																												
3	<p>How the Restart Scheme can help construction employers with their recruitment challenges Michael Collins, Head of Integration – Restart Scheme, Central and West London & Chris Steels, Head of Employer Services. Presentation attached. Key points:</p> <ul style="list-style-type: none"> • Ingeus are a people services company working with about 125,000 people per year. Its largest contract at the moment is the Restart Scheme – working with people who are unemployed and getting them into jobs. All services are FREE. • Restart is a 12-month programme supporting people receiving universal credit and have been unemployed for 9+months – reducing to 6+ months from July 2024. Helping 100,000 people in Central 																																																																																												

	<p>and West London with employment support and getting them into jobs, covering all the West London and Central boroughs and a snippet of the South</p> <ul style="list-style-type: none"> • Caseload: 18,700 people are on the programme at the moment with 2,500 people saying they are interested in a role in construction. Support people into PAYE and self-employed roles – working with people aged 18 to 65. Can easily segment jobseekers if employers wish to recruit from certain target audiences. • Have a wide range of partners to help people into work – for example helping jobseekers gain CSCS cards, attend SWAP programmes. Can also support job seekers with travel costs and purchase of PPE. • Services also include advertising your vacancies, pre-screening candidates, supporting job seekers, setting up interview days, arrange training etc. Goal is to supply employers with a steady feed of high quality, job-ready candidates. All via a dedicated single point of contact account manager. • Ingeus is paid on job outcomes by the government once a jobseeker reaches an earning threshold and has been paid around £4,800. Earnings are reported via HMRC. <p>Action: Employers are very welcome to get in touch with Michael Collins mcollins@ingeus.co.uk & Chris Steels CSteels@ingeus.co.uk to find out more</p>
4	<p>Improving S106 in West London – Progress update Benaisha Daruwalla Economy and Skills Manager West London Alliance. Verbal update – Key points:</p> <ul style="list-style-type: none"> • A project is underway to improve the way S106 works in West London (Barnet, Brent, Ealing, Hammer-smith & Fulham, Harrow, Hillingdon & Hounslow) ensuring greater numbers of residents benefit and that the process for developers/construction companies is as fair as possible and runs more smoothly. • In April a paper is going to the chief executives of the seven West London boroughs to secure a mandate to take this work forward and to go out to tender to bring in support/S106 expertise to take the project forward Action: Let Benaisha know if you know of anyone that might be interested to take on this work DaruwallaB@ealing.gov.uk • First phase will tackle more ‘non-contentious’ areas such as moving to one standardised monitoring form across West London boroughs, collecting standardised data, more effective sharing of vacancies across borough boundaries – so if candidates cannot be found within a borough people can be recruited from neighbouring boroughs. This is now happening informally – but we want to standardise the process. • Keen to look at how S106 construction vacancies are advertised across boroughs – ensuring LAs are using all the available channels in a consistent way. • Longer-term project - to standardise S106 clauses in strategic planning documents – this will happen on a rolling basis as each borough’s SPDs comes up for review. • Central London Forward are looking at a similar project. Benaisha will be meeting them shortly. It may be that the two projects could join-up so cover West and Central London.
5	<p>Project to increase awareness & knowledge of construction opportunities among West London’s job coaches and DWP staff Benaisha Daruwalla & Barry Mortimer</p> <ul style="list-style-type: none"> • Not enough local residents are applying for S106 vacancies/opportunities and there is a need to improve the quality of referrals made by borough and DWP job brokerage teams & frontline officers. • There’s a perception that job coaches have a lack of understanding of the construction sector, the different roles, career paths & opportunities available • Planning is underway to run a deep dive session for these staff on 25th April – goal is to run a workshop bringing job brokerage staff into contact with employers to help increase their awareness & knowledge of what the sector has to offer. • Action: Employers who would like to take part contact Barry b.mortimer@wlc.ac.uk
6	<p>Wave 5 funding Skills Bootcamps for Londoners – update Barry Mortimer</p> <p>The opportunity is now open for training providers and employers to bid for Wave 5 Skills Bootcamp funding. Funding is available for projects providing skills training to help Londoners aged 19+ enter employment, upskill or change career. Courses can last up to 16 weeks and must provide a guaranteed interview. Funding is available in 11 priority sectors including: green & construction. The prospectus and application documents can be found here. Deadline for applications is 5.00pm, Thursday 18th April.</p>
7	<p>CITB update Carl Licorish Customer Engagement Manager (London)</p> <p>Carl updated the meeting on a range of grants and courses now available</p> <p>New entrant support team (NEST-team): has been introduced, consists of advisors to help employers navigate the apprenticeship landscape with a focus on recruitment, funding, admin and retention. Find out</p>

	<p>more and contact the team here.</p> <p>Work-based mentor introduction course: Delivered online/virtual or in person, 3 GLH. Learning outcomes include: constructive feedback; coaching & mentoring skills; supporting well-being, pastoral support and signposting; Overcoming barriers in mentor-apprentice relationships; enhanced communication skills. CITB standard - Work-based mentor introduction - CITB. Lighthouse Group are delivering this course for £95 per head. CITB grant available to registered CITB employers - £60.</p> <p>Into Work Grant: Supports work experience and progression for people on post-16 FE courses. T Levels in Design Surveying Planning & Onsite construction OR any Diploma L2-3 listed as eligible for short qualification training grant or government traineeship</p> <ul style="list-style-type: none"> • £500 = work experience, minimum duration 1 week or 30hrs • £1000 = 3 month sustained employment (the job beginning within 12months of placement ending) and with same employer as the work experience. Max 5 work experience and 5 employment grants, per employer, per year. Into Work Grant
8	<p>Meeting dates 2024:</p> <ul style="list-style-type: none"> • Friday 28th June, 9.00am to 10.00am • Friday 20th September, 9.00am to 10.00am • Friday 13th December, 9.00am to 10.00am <p>Action: Employers who would like to host a face-to-face meeting followed by a site visit to your development/project get in touch with Barry</p>