

COMMUNITY BENEFITS

CASE STUDY:

WORK EXPERIENCE PLACEMENTS



Hub West Scotland (hWS), West Dunbartonshire Council Education Department and our Primary Contractor, BAM Construction worked in partnership on the new Clydebank Leisure Centre, to develop an extremely successful Work Experience Placement programme which embedded an employability focus and offered pupils real life work experience opportunities on one of Scotland's most impressive developments to be delivered in recent years.

Working with West Dunbartonshire Council's Education department and two local high schools St Peter the Apostle and Clydebank High School, the work experience programme provided pupils with: relevant industry information; insights into the professional careers from BAM employees; and how to develop employability skills.

hWS and BAM staff presented at the schools S5/S6 assemblies introducing the construction project, the careers available within construction and to promote the placement opportunities on the project. The team, having implemented a structured recruitment process, tasked the pupils to apply, utilising their new skills, for the on-site work experience placements. The pupils were given a deadline to submit their applications and were invited to attend interviews as part of the recruitment process.

The opportunity to work on a live construction project of this scale and shadow the different management functions including: site management; site engineering and quantity surveying is seldom available to pupils considering a career in construction. The added value brought through the hub West Scotland delivery of the project and the support from BAM and West Dunbartonshire Council has helped to achieve a wonderful outcome for the pupils of both schools.

Four pupils benefited from the work placement programme and a couple of pupils provided feedback on the experience. An S6 pupil from St Peter the Apostle High School, Matthew Kiely, when asked what influenced him to apply for the work experience placement opportunity stated, *"The enjoyment of understanding the various roles which are carried out on a construction project. It looked interesting to do, it was eye catching – the presentation delivered at school was impressive!"*

Matthew added *"I enjoyed learning about the role of Project and Site Manager and learning that they have to make sure everyone on site is doing their job correctly and that the project is being built without any problems".* He added, *"I managed to learn a lot during my placement and I realised that construction had been stereotyped. My placement allowed me to see that a lot of different roles are critical in building a project, even if people aren't working with their hands".*

Rachel Meechan, a pupil from St Peter the Apostle High School noted *"I have always been interested in construction and wanted to find out more, the placement allowed me to shadow different people on and off site, getting to experience all different parts of construction".* She added *"I learned that it isn't all just male based work, women can do it too!"*

"I thought the interview and selection process was very worthwhile for them – the feedback was very professional. The pupils were nervous about the interviews but BAM put them at ease and they all found it useful. It was very positive for all the pupils involved – some were disappointed they weren't chosen but were happy to have gone through the experience of application, interview and result".

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