

COMMUNITY BENEFITS

CASE STUDY: EMPLOYMENT



Through the delivery of West Dunbartonshire Council's new Dumbarton Care Home project, hub West Scotland (hWS) and Primary Contractor, Morgan Sindall Construction has supported a number of local people into employment. The £13.2m Dumbarton Care Home will provide contemporary ensuite living accommodation for 84 residents and up to 50 day care centre users.

One of the first new recruits was 18 year-old Chris Dooley who applied for the role of Trainee Construction Technician through West Dunbartonshire Council's employability service Working 4 U. Following a successful application and interview process, Morgan Sindall Directors met both Chris and his parents to explain the role and provide a broader and deeper understanding of the construction industry and the potential career development.

Chris embarked on his new career in January 2016 and quickly gained his essential industry credentials to work on a construction site. He immediately began to develop an understanding of construction processes including supply chain management and health and safety requirements. He is also undertaking a formal qualification through a 'blended learning' route of study, and work related experience, at South Lanarkshire College in East Kilbride to achieve a HND in Construction Management one day a week. The blended learning route offers Chris the chance to pursue an academic qualification whilst being employed and earning a salary.

"The timing of Chris's recruitment has proved to be very beneficial as it has enabled him to be part of the Dumbarton Care Home project team from the stage of foundation construction through to project completion. This has given Chris an invaluable insight into the design, construction and handover phases of the project with particular emphasis on Health and Safety, Workforce Engagement, Quality Control and Project Controls, such as Induction, Planning, Programme Monitoring, Inspection and Test Plans and Record Keeping. Chris is a popular member of the team and has applied himself well to the tasks allocated to him. This personal application together with his response to the variety of situations that he has been exposed to so early in his career undoubtedly presents an excellent foundation for his career development."

Steven Irvine, Senior Operations Manager, Morgan Sindall

"The inclusion of community benefits in our projects, particularly job creation, allows us to maximise opportunities for young people to embark on a career within the construction industry. These benefits are fundamental to our public sector partners and to the communities they serve. We are delighted to hear that Chris is progressing well in his career as a trainee construction technician at Morgan Sindall and another young person has found a career in construction".

Lindsey McNaughtan, Community Benefits Manager, hWS

"I have thoroughly enjoyed my experience so far; it has given me an insight into what construction work is all about, and given me an understanding of the construction process as a whole. My current role within Morgan Sindall & the training provided by Morgan Sindall has allowed for great personal development, for example developing people skills and learning how to deal with differing characters/situations on site.

I am currently focussed on completing my current SVQ with a view to progressing onto a university degree in Construction Management and - ultimately - become a fully qualified site manager."

Chris Dooley, Trainee Construction Technician, Morgan Sindall



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