

COMMUNITY BENEFITS



CASE STUDY: hWS FULL TIME EMPLOYMENT

Dean Paton is an excellent example of how hub West Scotland's commitment to Community Benefits makes a positive impact on the lives of individuals.

When Renfrewshire Council chose to work with hub West Scotland as its development partner on the Johnstone Town Hall project, Dean Paton, 19, was an early beneficiary. Dean was the first person to secure full time employment as a core opportunity resulting from hub West Scotland's dedicated approach to delivering real benefits.

The Johnstone Town Hall project is a £12M purpose-built building designed to house a range of community services including Johnstone library, a theatre space, marriage suite, conference space, meetings rooms and a cafe.

When the project moved on site, Dean was successful in securing full time work as a groundworker with W H Malcolm, the subcontractor to BAM Construction for the groundwork phase.

- **hub West Scotland is committed to the delivery of community benefits through every planned investment.**
- **The hub West Scotland team includes a specialist Project Skills Co-ordinator who leads on all its community benefit-related initiatives.**
- **From local employment and training to local education initiatives and community engagement, hub West Scotland works with its participants and supply chain partners to identify new opportunities with the potential to make a positive social and economic impact, which add real value to every project.**
- **Every hub West Scotland project is planned at an early stage to identify how best it can leave a legacy of enhanced skills, new opportunities and improved economy for its local community.**



“I’d been working steadily to build up my training and work experience from different placements and it all came together when I got my apprenticeship qualification. This is the best possible start for me in the construction industry.”

Dean Paton, Groundworker



PROCESS AND PARTNERSHIP

Dean took his first step towards employment by joining TIGERS, a training provider and employment broker. TIGERS specialises in preparing entry and sustainability by helping them progress towards qualifications.

In this instance, the primary contractor BAM Construction had an established working partnership with TIGERS and hub West Scotland facilitated a meeting between both parties to discuss recruitment and training requirements specifically for the Johnstone Town Hall project.

hub West Scotland's Project Skills Co-ordinator, Lindsey McNaughtan says: "We took the opportunity to work with BAM and TIGERS to continue their

working partnership, giving trainees access to work placements and employment opportunities."

Dean completed the TIGERS construction pre-apprenticeship programme successfully. He undertook a variety of training including a national unit in Work Safety and CSCS training and gained valuable work placement experience including installing kerbs and pavements, setting out lines/levels and assisting various tradesmen. Dean's skills, commitment and achievements were recognised during his work placement with WH Malcolm who offered him a full time position as a groundworker.



Johnstone Town Hall operational from spring 2015

"Part of the reason I joined hub West Scotland is because its work is about far more than buildings: its projects are about improving communities and contributing to the economy of the West of Scotland."

Bill Matthews, Chair, hub West Scotland Board

"BAM are delighted to be working in partnership with hWS to deliver real community benefits within Johnstone. Work opportunities for local tradesmen and apprentices have been created."

Brian Linden, Construction Manager, BAM Construction Ltd