

BuildForce

Your skills, your career – construction

What is BuildForce?

BuildForce is a collaborative employer-led partnership that aims to educate, inform and inspire military Service leavers about the wide range of career opportunities in the construction, civil engineering and built environment sector. BuildForce has been established to deliver Industry Awareness Events and a work placement brokerage to support construction employers to recruit from the Armed Forces, and to promote careers in the sector to Service leavers. The project is part-funded by CITB Growth Fund until 2015.

Aoife Drury (BuildForce Job Brokerage Coordinator) has responsibility for matching interested Service leavers to work placements with employers and providing ongoing support with the aim of developing work placements into sustainable jobs. Aoife will be liaising with each Service leaver and employer to ensure that the most suitable match is made based on skills, interests, experience, location, etc. An accredited mentoring/Train the Trainer programme will also be coordinated by Aoife to ensure that employers are assisted to support Service leavers undertaking placements.

The outline of the work placement procedure is as follows:

- Service Leavers register with BuildForce either through self referral or Industry Awareness Events. This registration sheet allows Aoife to match the skills that Service leavers have alongside
- Service Leavers are assessed by Aoife and supported with employability skills training, C.V writing and industry-related transferable skills
- Following assessment Aoife will match Service leavers to opportunities based on various assessment criteria such as: Skill set/experience to date; literacy & numeracy levels; confidence & commitment; availability; location
- Aoife will then present candidates to the lead employer (supply chain where relevant) who will select Service leavers following an interview
- Placements are accredited by OCN (through Construction Youth Trust) with Service leavers receiving industry-recognised qualifications upon completion
 - Placements are flexible and will depend on employer need and SL preference.

CSCS cards

Where a SL requires a CSCS card to commence their work placement, the Brokerage Coordinator will work with the employer to identify opportunities for the SL to sit the CSCS red-card test prior to the placement. Each SL will be assessed for the level of support required to achieve their CSCS red-card with learning materials supplied by the Trust and CITB

- Where possible, it is preferable for employers to support CSCS testing as part of the placement.
- NB the CSCS Red Card provides site access (suitable for work experience) for 6-months. S.L moving onto further training or employment will need to sit the advanced Green Card requiring 40hours of guided learning. S.Ls requiring a Green Card will be supported by BuildForce only after a placement requiring a Red Card has been completed or where a S.L has held a full CSCS card which now requires renewal

How do Service leavers apply?

- There are numerous ways to apply to BuildForce.
- Through emailing buildforce@cytrust.org.uk or call 0207 467 9540.
- Through Aoife directly aoife.drury@cytrust.org.uk
- Service Leavers can also register through CTP, the opportunity is posted on Rightjob a database of job opportunities and work placements for service leavers to access.

BuildForce collaborates with employers to carry out Industry Awareness Events where Service leavers can also sign up.

Do Service Leavers get paid?

No payment is required for the work placements as Service leavers will be on an MOD salary. Expenses should not need reimbursement, as most Service leavers will be able to draw down the cost of travel and subsistence, however this is not universal and will depend on the length of time an individual has served. BuildForce can only give Service leavers advice about the pay scale of certain jobs, however in regards to payment for work placements, however Service leavers are not paid if in receipt of an MOD salary.

How does BuildForce support Service leavers throughout and after work placements?

The Job Brokerage Coordinator's role is to ensure that Service leavers are supported throughout their placement. This ranges from CV and interview skills to support to achieve the placement accreditation. Our aim is to assist Service Leavers into their ideal career in the construction industry and to provide the experience necessary to make informed decisions.

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