

## Background

Employment and Skills is a key element of the whole ethos of the YORframeworks, which are designed to deliver not only efficiencies but also tangible opportunities for local people. All of the YOR frameworks have an employment and skills output plan contractually embedded in them in order to create a supply chain for skills and provide local opportunities for training and apprenticeships.

## The Story So Far

Benchmarks for Employment and Skills outputs for typical projects in each lot/ value band are introduced at the tender stage of all YOR frameworks.

Benchmarking is a key step in the project process. It ensures the clear communication of Employment and Skills requirements and enables open dialogue and active monitoring between client and contractor/ consultant.

The benchmarks become a site reality at project specification stage, when they are adjusted to meet the client's priorities, the type of work, duration, location and time of year etc. and also within the YORconsult framework particularly the type of commission.

YORconsult overcomes some of the potential barriers to achieving consultant project specific outputs by also having annual targets.

Results from YORbuild and the other frameworks as they are becoming established have been exceptional.

YORbuild was the CITB pilot scheme for Framework National Skills Academy Status and as a result of the very successful pilot was the first framework to be awarded CITB National Skills Academy Status, and later it also received Proskills National Skills Academy Status. This status not only recognises the frameworks' achievements but also more deeply embeds employer support and commitment.



Another YOR Framework, YORconsult, has taken the CITB employment and skills template and, further to a market consultation event, created targets for Consultants. This is the first regional Consultant Framework to include Employment and Skills outputs.

### YORbuild & YORcivil results to June 2014

- 629 people progressed into employment
- 987 CSCS cards issued
- 518 NVQs completed
- 985 health and safety tests
- 10,280 pupils involved in site visits and workshops
- 585 work experience placement weeks provided
- 5506 apprenticeship weeks created

## YORfuture Shared Apprenticeship Scheme

The YORfuture Shared Apprenticeship Scheme is an innovative collaboration between CITB and regional partners, established in response to industry demand, to provide construction contractors with a solution to meeting their training obligations and to maximise opportunities for apprentices. Futureworks (Yorkshire), a Community Interest Company, has been formed specially to manage YORfuture on behalf of CITB, YORhub frameworks and contractors and consultants in the region.

YORfuture is demand led and only employs apprentices in order for them to complete a full level 2 apprenticeship together with the option to complete level 3. The apprentices all attend local providers to complete the technical study and are placed with host contractors in order to complete their experiential learning. YORfuture allows the sector to recruit and employ apprentices where this would be impractical due to specific project factors, but does not replace traditional apprenticeship recruitment.

## Examples of the Framework Activities

### YORhub Sponsorship of TeenTech and Big Bang

Each year frameworks contractors join the YORhub team, who sponsor the Teen Tech and Big Bang events in the Yorkshire and Humber region, to support a challenge. These events are dedicated to tapping into young people's natural fascination with modern gadgetry to encourage them to explore key

school subjects (Science, Technology, Engineering and Mathematics) that can lead to careers in high tech industries including the many avenues open at all levels in construction and the built environment.

### YORconsult: work experience week



In June 2012, 8 students from Greenhead College in Huddersfield enjoyed week-long work placements with a range of YORconsult framework consultants and a YORbuild Contractor. This opportunity not only provided invaluable direct experience of work both on site on active building projects and in an office environment, but also an insight and understanding of careers in construction consultancy.

### YORbuild: The Hut, Castleford

The Hut, a £3.8m youth, community and leisure centre in Airedale, Castleford has been shortlisted for a RICS Community Benefit award for providing opportunities for the local community to get involved in all elements of the project; from conception and design, including innovative arts projects, to construction and ultimately the management of the centre. This has led to many positive effects within the community.

#### CONTACT

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