

## Plenary 2

# Apprenticeships: the benefits to the bottom line

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& Arslan Akthar (Plumbing Instructor) City  
Building, Glasgow

**Chaired by:** Paul Wenham

**Room:** Queens



**NHMF**  
Maintenance  
Conference  
**2020**

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# How do Apprenticeships affect City Building bottom line?

- An Apprenticeship is a long term investment
- Builds a skilled workforce
- Reduces skills shortages
- Stabilises pay rates
- Provides a platform for future skills development
- Apprentices contribute to productivity
- Connect you the community
- Reduces future recruitment costs

# Apprenticeship Investment

- Apprentice Recruitment
- Apprentice Training
- Apprentice Community Projects
- Community Engagement
- Further Education



# Apprentice Recruitment

- **Stage 1:** Testing
- **Stage 2:** Interview
- **Stage 3:** Drugs and Alcohol Test
- **Stage 4:** Offer of Apprenticeship



# Apprentice Recruitment

- **400/500** Candidates apply
- Recruit a minimum **60** apprentices each year
- **50%** candidates from Wheatley Group properties
- Trademix:
  - Joiners, Electricians, Plumbers
  - Painters, Plasterers, Wall & Floor Tilers
  - Heating Engineers, Lift Engineers
  - Administration Apprentices

# Apprenticeship Training

- SQA Approved Training Centre since 1995
- SVQ 3 delivered in house
- 20 weeks in year 1
- 16 weeks year 2
- Advanced Craft delivered in house
- 10 weeks year 3
- Induction
- Healthy Living



# Apprentice Induction

- 7 weeks induction training at the start of apprenticeship
- H&S main theme
- Transitional Emphasis
- Basic hand skills and trade knowledge
- Citizenship Programme



# Apprenticeship Statistics

- **242** construction apprentices
- **4%** of all craft apprentices in Scotland
- **7%** female
- **22%** of all female craft apprentice in Scotland
- **5%** ethnic minorities
- **15%** disability
- **90% to 95%** complete apprenticeship
- **50%** of apprentices from Wheatley Group Homes by 2021





# Apprentice Awards

- Aiden Dearie 1<sup>st</sup> place Skillbuild
- Lisa Murphy 2<sup>nd</sup> place Painting Craft Teachers Association
- James Morrow: Finalist City of Glasgow College Apprentice of the year
- Jonnie Donnelly: Finalist BESA Scotland Awards



# Apprentice Community Projects

- 10 completed projects 2019/20
- Barlia Football Centre
- Lord Provost Santa's Grotto
- Garrowhill Primary
- Caledonia Primary school



# Community Engagement

- **250** Schools work experience places
- **110** talent tasters  
Wheatley group tenants
- **120** talent tasters  
for MCR pathways



# Further Education

- **30** employees on HNC Courses
  - Building Surveying
  - Construction Management
  - Electrical Engineering
  - Business Management
- **16** employees on Degree Courses
  - Quantity Surveying
  - Construction Management
  - Architecture
  - Business Administration



# Return on Investment



# How do Apprenticeships affect City Building bottom line?

- 13% of the workforce are apprentices
- 10% of the workforce are women
- 32% of women have craft trade roles
- 2% of the workforce is from the BME community
- 50% of the workforce live in the top 3 most deprived areas of Scotland
- 98% of managers within City Building came through a craft apprenticeship



# Thank you.

Any questions?

See you at the  
**next conference!**