



**FORGING
FUTURES
CAMPUS**

EMPOWER, EDUCATE AND EMPLOY

Designed differently, to change lives.



VISION FOR THE FORGING FUTURES CAMPUS

CEG has been involved in a number of skills and education projects in Leeds since 2015 and it felt natural to combine these into one campus, based on-site at the award-winning £400 million Kirkstall Forge regeneration scheme.

The Forging Futures Campus was set up by CEG in March 2017. It was born out of a desire to provide real opportunities and sustainable pathways to employment and to tackle the skills shortage in the construction industry.

The Campus was set up initially in partnership with Wates Construction, Leeds College of Building, Leeds City Council and local charity BARCA, with the aim to train Leeds' future

architects, bricklayers, civil engineers, joiners, plumbers and electricians through site visits, curriculum projects, hands-on work experience and mentoring support.

Around one fifth of all vacancies in the wider construction sector are persistent and hard to fill because employers cannot recruit staff with the right skills, qualifications or experience, and the demand is forecast to rise even further.

CEG is hoping to lead by example by implementing these education opportunities, continuing to fund and support the Forging Futures Campus with partners EnAble Futures and I-Consult Yorkshire. These partnerships have enabled a number of courses and apprenticeships to take place.

Kirkstall Forge is more than just a development. Through its Forging Futures Campus initiatives, CEG pays testament to its long industrious history as a site of employment and seeks to truly regenerate the site and surrounding areas by providing real social value.

With £10 million delivered to date in social value, the investment goes beyond the site boundaries at Kirkstall Forge, reaching into the local communities, some with areas affected by lack of opportunity and disengagement and provides the courses and opportunities for employment.

Whilst we believe this is an innovative, long term initiative we would like to see it become the industry norm and by doing so, create developments that have real tangible impact on its neighbours and surrounding areas.

On a personal note, I am delighted to be the CEG community liaison manager leading the Campus. As a former deputy leader of Leeds City Council and a local ward councillor I know how important skills initiatives such as these are and how crucial it is that they have a lasting impact for the individuals involved as well as the city.

Current estimates for future phases of the development suggest an estimated £240 million of social value will be created during the lifespan of the project.

I look forward to watching the progress of the Campus students as they take advantage of the opportunities provided through our courses and ultimately our apprenticeship scheme.

LUCINDA YEADON

Community Liaison Manager,
CEG





THE CAMPUS

Our Forging Futures Campus has re-located a few hundred metres to join onto the Project Offices on-site.

We felt it was important to physically join the educational Campus with the Project Offices and provide the close association with the team working on the Kirkstall Forge project. We wanted to create an environment for those coming into the Campus, so they feel part of the wider team and have the opportunity to speak to the delivery team, contractors, clients and designers informally about careers in construction.

As part of the relocation, we used the opportunity to brand the Campus and the Project Offices in the Kirkstall Forge brand which gave them their own identity as a purpose built, connected facility. CEG have really invested in the Campus, with additional and extended courses available and support from the project team.



EMPLOYMENT AND SKILLS TRAINEESHIP

Our regular Employability Skills Course began in January 2018 through the Forging Futures Campus initiative in partnership with I-Consult Yorkshire.

The course was targeted to attract long term unemployed and disengaged people with the aim of identifying routes to training and employment within the construction industry and other sectors. The course was initially set up for 2 weeks with between 15-20 participants per course, although

the course length has been increased to 8 weeks to allow for the delivery of additional outcomes including Construction Skills Award and their CSCS card training.

In addition to the guided learning hours, the course content is diverse and offers enrichment experiences such as a Kirkstall Forge design



project based around the branding of the site, West Yorkshire Fire Service day, work experience, practical projects on site and mock interviews.

Our courses continue to run on a regular basis with over 15 students graduating the course each time successfully completing their Level 1 Employability & Functional Skills qualification. The course achieves over 70% conversion rate to a positive outcome of further training, apprenticeships or employment.

Students from this course have gone on to secure jobs ranging from a Level 3 Site Engineering job with a national construction employer to working in administration for a financial services company. Others are advancing their education with Leeds College of Building and we continue to work with the remaining students. The success of the course is recognised not only in their increased employment prospects but also in the confidence of the students who commented that the course had 'helped me gain more confidence with interviews and meeting new people' and 'become more certain of the career I want with work experience and interviews lined up'.

IN PARTNERSHIP WITH:



THE SKILL MILL

The Skill Mill supports young ex-offenders by providing employment and work place opportunities. Our partnership with the Skill Mill has been running since 2015.

Through this partnership we have pioneered The Skill Mill's engagement within the Leeds private sector. We work closely with cohorts of four individuals on a six month programme of engagement with site contractors and estate staff in site maintenance, ecological enhancement, ground clearance and amenity improvement works.

These works take place around the Forging Futures Campus, within the Kirkstall Forge site and often in the wider community assisting local projects including the Boxing Day floods community clean-up campaign.

During their programme we offer enhanced training and work experience for those taking part providing a pathway to further training and ultimately, employment. We provide almost 400 hours of productive site work, training and work experience in a structured working environment and continue to identify pathways for graduates of the Skill Mill to progress to further training and employment and obtain a Construction Skills Certification Scheme (CSCS) card.



THE SKILL MILL





SCHOOL VISITS

The Campus welcomes local schools and university students to visit Kirkstall Forge.

We provide guided tours of the development and an overview of the history of the site. The visits are tailored to suit the course being studied and some schools have used Kirkstall Forge as their case study for regeneration projects. We are delighted to host these visits as it not only enables access to construction but it provokes a wider discussion around the masterplan for the project.

So far we have welcomed Lawnswood, Cockburn, West Leeds, SILC, West Oaks, Abbey Grange, Priesthorpe School, Ruth Gorse Academy, Leeds Beckett University and University of Leeds to the Campus and look forward to seeing them again in the future.

MENCAP

The Forging Futures Campus runs a bespoke course for MENCAP.

We have worked in partnership with MENCAP to offer bespoke programmes based around our Leeds developments for students with learning disabilities with on-site experiences to engage and empower them. The Campus also provides health and wellbeing support over 12 weeks. The course takes into consideration the individual needs of learners while improving interpersonal skills, confidence, functioning skills, providing much needed additional support for students to achieve positive outcomes.

We are significantly reducing social isolation and working to improve independent living skills for those taking part in the course. This course is still in its infancy and we will continue to work with MENCAP, and a number of students who took part in the courses now volunteer for local charities and organisations as a result of taking part.





LEEDS COLLEGE OF BUILDING

The Campus has been working in partnership with Leeds College of Building since its inception.

And we continue to partner with the college as a key pathway partner with The Skill Mill and our Employability and Skills course.

Leeds College of Building also deliver a number of their practical site based sessions around brick laying, joinery and groundworks at our Campus. One of their courses in 2017 used the Campus to hold practical sessions in bricklaying, resulting in them building a garage on-site. The sessions took place as the construction of Number One was underway a few hundred metres away and they were able to take a tour of the building under construction.

We work with Leeds College of Building as a key stakeholder in our ambition to address the strategic issues around the skills gap in construction and as partners we collaborate to bring forward innovative ways to tackle the increasing gap of skilled workers in construction by aligning our approach and finding pathways for our Campus students.



APPRENTICESHIP ACADEMY

Through the Forging Futures Campus – Professional Apprenticeship, CEG is intending to help identify new talent and address the skills shortage in the construction/property industry.

Working with Efficiency North, Leeds College of Building and our consultant team, we are hoping to run the apprenticeships for the life span of the project. The two year apprenticeship programme is aimed at young people aged 16-24 and sees them rotate every 6 months between a range of partnering host companies comprising of our Kirkstall Forge consultant teams to provide the apprentices with a wealth of skills and experience.

For one week per month the apprentices attend Leeds College of Building to receive the curriculum based modules of the course. Efficiency North provides the pastoral care and Leeds College of Building supports the accreditation on successful completion of the programme.



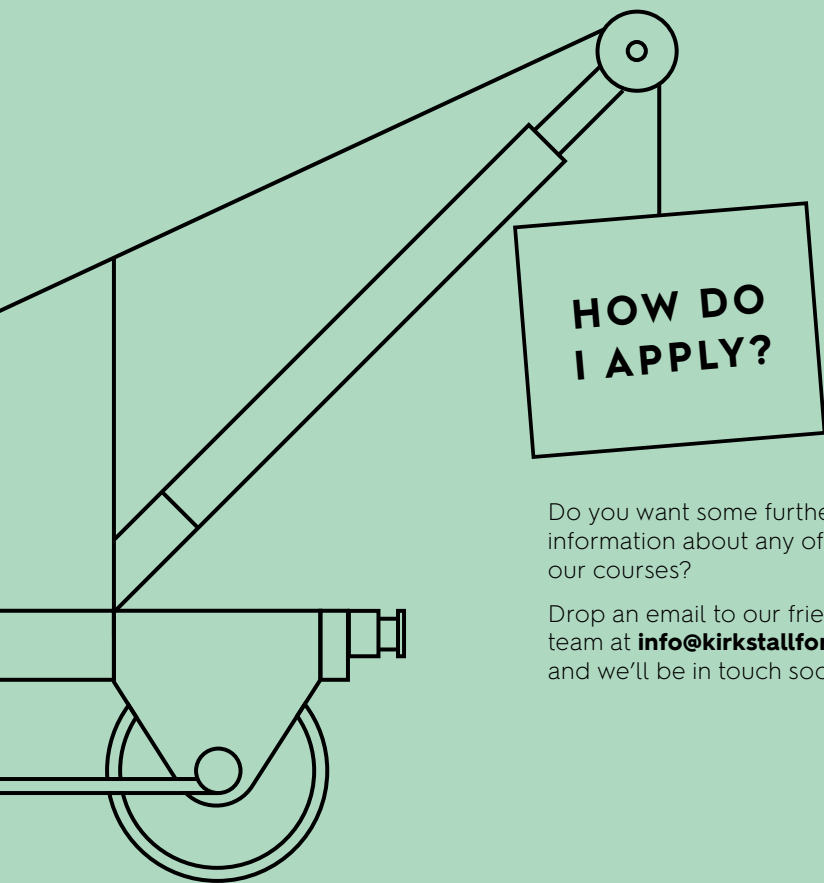
The apprentices will obtain a Level 3 NVQ and HND in Construction and Contracting Operations, CSCS card as well as additional training and learning provided as an enhancement to the core course content. This is a real opportunity for young people to earn, learn and forge their future through an apprenticeship programme that covers a wide range of career opportunities from project management, cost management, architecture, civil engineering, asset management, building surveying and planning law.

CEG intends to show that investing into the future of the property/construction industry benefits all whom are involved by reducing the skills shortage and bringing fresh new ideas to the table. We will also implement a trade apprenticeship programme that will be delivered in partnership with the house building contractor for the residential scheme at Kirkstall Forge.



Pierre Angulaire





Do you want some further information about any of our courses?

Drop an email to our friendly team at info@kirkstallforge.com and we'll be in touch soon.

IN ASSOCIATION WITH:

KIRKSTALL
FORGE

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