

## Mayor's Construction Academy (MCA)

### Employer Group Roundtable

Friday 28 February 2020. City Hall, The Queen's Walk, SE1 2AA. Committee Room 2.

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### Agenda

1. Arrival, refreshments and welcome (9am)
    - Beth Penwarden, Principal Policy Officer, GLA
    - Francesca Lewis, Housing Policy Manager, GLA
  2. MCA background
  3. Topic one: mental health and wellbeing
  4. Topic two: equality, diversity and inclusion
  5. Summary
  6. Next steps
  7. Lunch and networking (11.30am – 12pm)
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### Organisation profiles

Note, where further information has been supplied additional commentary has been included.

#### **Battersea Power Station Development Company**

Battersea Power Station is one of the world's most famous buildings and is at the heart of central London's most visionary and eagerly anticipated new development.

#### **Black Professionals in Construction (BPIC)**

The BPIC Network is a collaborative support network for *black* and ethnic minority *professionals* in the built environment. BPIC launched in 2019 with a vision to facilitate careers in construction as well as work with organizations looking to improve their diverse representation including advancement of black and ethnic minority professionals. We are delivering this by harnessing our network to:

- raise the profile of careers in construction using social media and partnerships with business;
- support targeted recruitment campaigns and supporting business to think beyond recruitment to the workplace culture that influences retention and progression; and,
- deliver events to bring together partners from across industry.

#### **Bounce Back**

Bounce Back is a Charity and a Social Enterprise focused on the training and employment of people in and leaving prison.

## **Build UK**

Build UK is the leading representative organisation for the UK construction industry. By bringing together Clients, Main Contractors, Trade Associations representing over 11,500 Specialist Contractors and other organisations committed to industry collaboration, Build UK represents in excess of 40% of UK construction.

The team recently launched a [work experience guide](#) to support employers of all sizes to undertake work experience and industry placements.

## **CBI**

The Confederation of British Industry is a not-for-profit membership organisation that speaks on behalf of 190,000 businesses.

## **CIOB**

The Chartered Institute of Building (CIOB), is a worldwide professional body that represents construction and property professionals who work within the built environment

## **CITB**

CITB is the industry training board for the construction sector in England, Scotland and Wales. It's our job to help the construction industry attract talent and to support skills development, to build a better Britain.

CITB is investing in capital and revenue programmes to meet government housing and infrastructure targets by widening the talent pool and attracting new entrants to industry. The CSF hubs help train long-term unemployed and people who are looking to make a career change into the construction industry. 45% of candidates are from a diverse background.

CITB's Pathways into Construction will connect employers with at least 11,800 people who don't traditionally enter construction. It will also benefit those who are not in training or employment and want to enter the sector, but find it hard to do so. The programme is embedding 60 work placements for individuals with high functioning autism or other disabilities and disability and behavioural change workshops to 180 employees from 20 companies.

## **Civil Engineering Contractors Association**

CECA are the representative body for companies who work day-to-day to deliver, upgrade, and maintain the country's infrastructure.

CECA are delivering the Inspiring Change Awards to highlight organisations that understand the broad scope of diversity, nurture a culture of fairness, inclusion, and respect, and have taken active steps to ensure equality of opportunity in the workplace and wider community. We are also supporting the development of the FIR Toolkit with CITB, a free range of resources to promote and inspire fairness, inclusion and respect in the workplace.

## **Construction Leadership Council**

The CLC's objective is to drive industry improvement. It draws together business leaders from across the sector to identify how to promote solutions to meet the ambition of a 33% reduction in cost, a 50% reduction in project time, a 50% reduction in carbon emissions and a 50% reduction in the trade gap.

## **Construction Youth Trust**

Construction Youth Trust is a charity whose aim is to inspire and enable young people to overcome barriers and discover a career in the construction and built environment sector.

## **DWP**

The Department for Work and Pensions (DWP) is responsible for welfare, pensions and child maintenance policy. As the UK's biggest public service department it administers the State Pension and a range of working age, disability and ill health benefits to around 20 million claimants and customers.

One initiative of note in relation to this session is the work around Mentoring Circles, which bring together industry professionals with groups of job-seekers to provide mentoring support over a series of three sessions.

## **DiverseCity Surveyors**

DiverseCity Surveyors is an innovative and unique members organisation, heralded as the first BAME network, supported by the RICS (Royal Institution of Chartered Surveyors). With a national footprint and growing international presence, we offer quality support services and educational training to BAME Surveyors who are current or aspiring members of the RICS, irrespective of their physical location, across the world.

Our core offer to members, extends to:

- Access to APC Coaching
- Awareness of CPD and LLL
- Careers Advice & Signposting
- Networking Opportunities

## **FMB**

The Federation of Master Builders (FMB) is a UK trade association established in 1941 to protect the interests of small and medium-sized building firms.

## **Home Builders Federation**

The Home Builders Federation (HBF) is a trade association representing private sector homebuilders in England and Wales. Its members deliver around 80% of new homes built each year.

## **Institution of Civil Engineers (ICE)**

The Institution of Civil Engineers (ICE) is a charity and international membership organisation established to 'foster and promote the art and science of civil engineering'.

## **Jomas Associates**

Jomas Associates Ltd is an award-winning company of Environmental and Engineering Specialists, providing a superior, responsive service, through our highly technical staff and associates.

## **London Chamber of Commerce and Industry**

London Chamber of Commerce and Industry (LCCI) is the capital's largest independent networking and business support organisation.

## **London Progression Collaboration**

The London Progression Collaboration is building a movement of businesses committed to investing in their employees' skills and aims to help over 1,000 Londoners to progress into work, and from low-paid low-skilled work into better-quality, higher-paying jobs through apprenticeships.

## **London Region Construction Training Group**

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The 'Go To' place for small and medium sized construction companies operating in the London region. The Group is committed to help develop members' staff and supply chains, bridging skills gaps through training and apprenticeship opportunities in the construction sector

## **National Association of Scaffolding Contractors (NASC)**

NASC is the national trade body for access and scaffolding in the UK – established 1945 and now serving a family of 240+ leading contracting firms, scaffolding suppliers and manufacturers.

## **National Federation of Builders (NFB)**

The National Federation of Builders (NFB) is an independent federation which supplies business and training services to builders, constructors, contractors and house builders across England and Wales.

## **Supply Chain Sustainability School**

Launched in 2012, the Supply Chain Sustainability School is a free learning environment, upskilling those working within, or aspiring to work within, the built environment sector.

Fairness, Inclusion and Respect – working with CECA we run the FIR programme that has been successful in developing a network of over 500 FIR Ambassadors, supported with a workshop programme and online resource library on FIR issues. More details [here](#).

Wellbeing – we have a special interest group exploring Wellbeing which is pulling together guidance and training for the construction supply chain. Its work in progress at the moment. Some of our early work can be seen [here](#).

## **TUC**

The Trades Union Congress is a national trade union centre, a federation of trade unions in England and Wales, representing the majority of trade unions.

## **Unite the Union**

Unite is a democratic and campaigning union, which fights back for employees in the workplace, protects workers' rights and takes trade unionism out to millions of unorganised workers. It is a union that stands up for equality and advances members' interests on a political and national level.

Unite has a number of initiatives focusing on mental health and wellbeing, including literature and programmes around workplace health and safety, a mental health guide of staff and managers and targeted programmes in the area of suicide prevention in construction.

## **Workforce Integration Network**

The Mayor's Workforce Integration Network aims to address under-representation in London's workforce. Starting with a focus on young black men, this approach will ensure that young people who face additional barriers to employment – regardless of their background – are given the support they need

## **YouthBuild Ventures UK**

Youthbuild UK works with a variety of organisations from the public, private and third sectors to provide training, qualifications and employment to disadvantaged young people in the construction industry.

YouthBuild works with partners such as 87% to deliver on- and off-line training for clients around mental health and wellbeing, resilience and leadership. The emphasis is on

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equipping young people with the tools they need to just to get in to work, but to thrive and progress in line with their own aspirations.