

# Construction Youth Trust

[Inspiring tomorrow's workforce] – a social performance case study

## The project

Budding Brunels is an industry-led schools engagement programme that aims to increase aspirations and academic performance by introducing students to professional careers in the construction industry. Over the three day course, students visit a live construction site and aim to have at least one day hosted at a local university. Following the course a minimum of five students are offered a work placement. At Network Rail's Windsor Road Bridge development, 18 students from Cardiff and Caerphilly schools took part on the course with six of the students going on to secure a five day work placement with Network Rail and a supply chain partner.



## The key benefits delivered

**Benefit to society:** Students are able to make more informed career decisions when they have industry professionals giving accurate, practical careers advice. Providing students with exposure to industry and university settings inspires young people to pursue these professional roles, addressing the skills shortage in UK as well as the existing lack of diversity in the construction sector.

**Benefit to the business:** Network Rail benefit from a diverse talent pool of young people who are motivated and inspired to join the industry. Our employees have the opportunity to 'give back' to society and pass on their expertise, which creates engaged employees who welcome young people in to future roles. We also benefit from shaping the information and education being provided to people at school level, meaning future candidates apply for roles with relevant knowledge and skills.

## Lessons learned

- We had 18 students from four schools who were all engaged on the course. However, the optimum number for this workshop would have been between 20 and 25 students. In terms of recruitment, schools outside of Cardiff were very receptive to the opportunity and in hindsight they should have been approached sooner than they were for participation.
- Student evaluations were extremely good however there was a theme that suggested day one was 'presentation heavy' so I would look at different forms of getting essential introduction information to the students.

## Who to contact for more information

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