

Morgan Sindall Construction

Raising young people's career aspirations
in the construction sector

Reach
Quality
Targeting
Sustainability



Morgan Sindall Construction is a Cornerstone Employer supporting Ipswich, Norwich and Fenland and East Cambridgeshire Opportunity Areas, New Anglia Careers Hub and Leeds SEND Hub.

Morgan Sindall Construction manages the process of a build, from design to handover. We have around 6,600 employees across Morgan Sindall Group.

We want to raise young people's career aspirations in our sector. We believe that all students should have equal opportunities, so that they can be best that they can be. We want young people to make the most of opportunities in the communities that they work in. We also believe that careers education supports our future talent pipeline our social value strategy and our clients.

A week at Morgan Sindall Construction

Morgan Sindall Construction's East office have a structured work experience project week, where we invite a minimum of two schools that we partner with to submit four students each with a 50/50 gender caveat requirement. Students must apply for the "vacancies" which we advertise via a year 10 assembly.

They must submit a CV and state what they want out of the placement. They then all get interviewed and the best selected for the placements.

- Monday: Induction and brief to design a community building to a budget of £7.5 million. They split into two teams and decide which job role they are. They interview the "client team" to help understand what they are going to design
- Tuesday: Site visit and two guest speakers linked to their roles for the week

- Wednesday: Two guest speakers and CV/Interview technique workshop
- Thursday: Go to an architect practice and take their 2D design and turn it into a 3D virtual design and fly/walk through
- Friday: Presentation to "client" team, most senior manager in the business that day and encourage school representatives to come that day

Overcoming gender inequality

One of the biggest challenges in our industry is engaging with women and girls. As part of the journey to addressing gender imbalance in construction, our 'Target 50:50' strategic work experience programme has had incredible support across the East. We try and do careers fairs to year 9 students to encourage them to consider us for a placement in year 10. Last year we achieved 44 per cent gender parity. This year we have asked some of the girls who took part during 2019 to be part of the assemblies we have done for the 2020 cohort.

After they have completed the work experience, we offer mentoring, further site visits and ad-hoc work experience days. From last year's cohort, 16 students have had a second site visit and three have completed further work experience. One has applied for our degree apprenticeship vacancy in 2020.

We run this programme across all three of our offices in the East and last year 27 students went through the programme, this year we are targeting 60 students across the three offices. It is part of our wider educational programme which works from primary age through to year 13. We are currently developing a year 12 second work experience placement programme to pilot this year.

Our impact

Our impactful work means that young people have raised aspirations and improved confidence. We have also helped young people understand the importance of the subjects they study at school, as well as improved independent learning ability. Parents have contacted us to thank us for the experience and said they have never seen their child so motivated. We have improved teachers' understanding of what construction has to offer and raised awareness with our internal staff of young people's ability, enhanced commitment to the programme and their own confidence levels and belief in their own ability.

100% of our Degree Apprenticeships in the East were filled by work experience students. This year 50% of them have been, with 40% of them being women.



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