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Apprenticeship Initiative Winner 2018



The Judges say...

This is an exemplary model of an employer-led apprenticeship programme that is co-designed to meet productivity issues and an identified skills shortage.

CETC is a partnership between Solent Civil Engineering Employers Group (SCEEG) and Fareham College. It is a simulated construction site that has been designed to give civil engineering apprentices a realistic training environment to get them site-ready. SCEEG provides governance to the apprenticeship programme and comprises employer members, associate members such as CECA, suppliers and construction companies outside of civil engineering such as Taylor Wimpey. Day-to-day, the centre is managed by a site manager and training delivered by experienced civil engineering operatives.

The project supports the development of the existing workforce in a practical way that is not only cost and time efficient, but also re-engages the workforce with skills that are of value to both the individual and the employer. CETC has attracted national attention and government



Type of organisation: Further education, working with a consortium of employers

interest as an example of an employer led, co-designed apprenticeship. Due to the programme's success, proposals for a new £4.1m 'CETC 2' campus have been awarded preliminary funding of £2.8m from Fareham College and the Solent LEP for an estimated Autumn 2019 completion.

Actions

- Led by industry – The Solent Civil Engineering Employers Group.
- Curriculum developed to ensure the basic 20-week training fulfils employers' requirements.
- All employers committed to ensuring 3% of their workforce are apprentices.
- Two cohorts of 42 apprentices a year, over a two-year programme. At any one point training a total of 168 apprentices.

Impact

- Industry appropriate apprenticeship programme designed to meet skills

shortages and productivity issues.

- Significant interest attracting new entrants to the industry – 140 applications for 42 places.
- 'Off-the-job' training means apprentices can immediately be productive employees on site.
- Good retention rates and guaranteed permanent employment upon successful completion.

Lessons learned

This is a practical scheme that not only addresses the skills shortage but importantly the lack of 'suitable' apprenticeship standards and low levels of funding available. It has achieved the right staff ratio to deliver first class training and, at an early stage, apprentices are fully aware of what is expected of them, especially in the winter months.

