

Gement Connect - Sustaining Employment in Construction

The CITB are wishing to support a project focused on providing opportunities and support to new entrants in the construction industry, or those who have not worked in construction for over 2 years.

The industry currently faces huge skill shortages in all areas with Construction Skills Network estimating at least 250,000 additional construction workers will be needed by 2026 to meet growing demand in the industry. Research from the CITB has shown that better support for individuals starting employment will increase the retention rate, and encourage upskilling.

Gement Connect will work in collaboration with the CITB to provide employment support plans to help support new entrants into construction with the aim to develop communities, provide social value and reduce churn. Stakeholders participating in this project include:

- Recruitment agencies
- Local authorities and government funded organisations (DWP, DfE)
- Employers
- Training centres

Key Points:

- Gement Connect will run from the 1st of September 2022 to the 31st of August 2025.
- Individuals must be 17 years old. There is no upper age limit.
- There is no cost to join as this project is fully funded by the CITB and Gement.
- Employment support plans are supplied by Gement and our third-party stakeholders. New entrants will be supported for up to 12 months after the job start.

The following criteria must be followed on how individuals come into the construction industry and the type of occupations accepted. Please see below for further information.

Accepted	Not accepted
Jobs for any ability/experience provided the individual has not worked in construction for 2 years. (Examples include someone who has been working in another industry and is now returning to construction, or, someone taking time off work due to personal illness, looking after children etc...)	Apprenticeships
Graduate Schemes	Traineeships
Schemes for ex-military	
Schemes for ex-HMP	

Accepted Occupations:

Access flooring	Erection of timber-framed buildings	Liquid waterproof systems
Alteration to a building or part of a building	Erection or dismantling of exhibition stands	Mastic asphalt
Architectural steelwork installation	Façade preservation	Netting and rigging
Artexing	Felt roofing	Open-cast coal mining
Asbestos removal	Fibrous plastering	Painting and decorating
Asphalt and tar spraying	Fitted kitchen / bedroom / bathroom installation	Partitioning
Bricklaying and pointing	Flat-glass glazing and emergency boarding up	Passive fire protection
Building and civil engineering	Formwork	Paving
Building repair and maintenance	Garage door installation	Piling
Cavity wall insulation, draught proofing or loft insulation	General building	Plant hire and plant repair
Chimney lining	Hard flooring	Plastering
Civil engineering	Hard landscaping	Playground installation
Concrete flooring	Hard metal roofing (using copper, zinc, aluminium, titanium, stainless steel and bronze)	Powered access
Concrete repair	House building	Preparing and fixing stone for building, including stonemasonry
Conservatories	Insulated enclosure specialists (ie cold storage contractors)	Rail plant hire and repair
Construction labour agency / payroll provider	Insulated concrete formwork	Railway contracting
Curtain walling / structural glazing	Insulated rendering and cladding	Reinforced concrete
Damp proofing	Interior fit-out	Resin flooring
Demolition	Joinery and carpentry (mainly site work)	Road planing
Developers	Joinery manufacture	Road safety marking
Diamond drilling and sawing	Land drilling	Road surface treatments
Directional drilling	Lead working	Roof sheeting and cladding
Dry lining and partitioning		Roofing, including slating and tiling
Dry lining		Scaffolding
		Sealant application
		Shelving and racking
		Shop fitting

Single ply roofing	Suspended ceiling installation	Tool and equipment hire
Site preparation or groundworks	Suspended platform installation	Tunnelling
Sprayed concreting	Swimming pool construction	Underpinning
Steeplejack or lightning conductor engineering	Term maintenance – buildings	Utilities
		Wall and floor tiling
		Window film application

How to get Involved

Gement is currently seeking other third-party organisations that are interested to engage in this programme.

Employers joining this scheme will benefit from new entrants receiving a bespoke support plan which will run for 12 months post job start. The support plan has been designed to create sustained employment and includes mentoring, peer and buddy systems, coaching, individual meetings and reviews of progress. Progressional plans encourage entrants to upskill by acquiring higher qualifications and individuals will be taught vital life skills such as how to manage their money and self assessment working in the construction industry.

Those joining this project will be featured at conferences such as UK Construction Week and Digital Construction Week, where case studies of successful sustained employment will be showcased and discussed. The next UK Construction Week will be at the NEC in Birmingham in October 2022.

To register your interest please email enquiries@gement.co.uk.