CITB NI 'ADOPT A SCHOOL' SCHEME

What is the scheme?

The CITB NI 'Adopt a School' Scheme is a scheme facilitated by CITB NI and promoted to both post primary schools and construction employers and aims to promote careers in the construction industry by giving a construction company the opportunity to build relationships with schools in their local and work areas.

Background

The construction industry in Northern Ireland employs around 62,000 workers and for this to be maintained over the next 5 year period a total of 500 new workers per year (2500 over the period) need to be recruited to sustain the level of growth to meet the output needs of the industry.

With the construction industry experiencing good levels of growth, the major issue facing the industry is the ageing workforce and declining numbers of new talent entering the industry. Almost without exception, every sector of the industry is struggling to recruit good talent and young people. There is also a misconception that the only jobs the industry offers are bricklayers, plumbers and architects!

This scheme provides an opportunity for young people to find out what the many career opportunities are and hopefully encourage more people to think about a career in construction. It will also enable schools to get assistance with construction industry careers promotion from construction employers who will provide their support to a vast array of careers activities.

Construction Employer Activities/Sponsorship

The following is a list of activities or sponsorship suggestions, which is not exhaustive but will provide employers with guidance as to what they could consider offering:

- Site Visits (Students/Technology/Construction and Careers Teachers
- Design/Construction office visits
- Job Sampling – allowing young people to 'have a go' themselves
- Work Experience Opportunities for students and teachers
- Sponsorship of School Award/s – Technology/Construction or other
- Talks/Presentations to students/teachers
- Participation at Careers events and open evenings for parents and students
- Provision of books/learning materials/tools, equipment, etc

As a result of the current restrictions due to Covid-19 some activities offered by employers may be limited, but with creative thinking and using different delivery methods these can be offered in different ways to ensure pupil engagement such as:

- Narrated Presentations
- Video Careers talks
- Webinar Careers talks using platforms such as Zoom
- Case Study Videos
- Site Videos demonstrating/showcasing the various roles in construction
- Video demonstrations of new technologies emerging in construction and how these are applied

Any other ideas or suggestions are welcome working within Covid-19 guidelines.

Health & Safety

H&S is always the responsibility of the school and CITB NI would recommend that risk assessments and method statements are carried out with the participating construction employer prior to any onsite or practical activities.

Benefits to the School/Student

- Opportunity to cover aspects of the Curriculum in areas such as Mathematics and Numeracy, Science, Technology and Learning for Life and Work
- Work experience opportunities for students and teachers
- Potential financial support
- Careers support – careers talks, attendance at careers events, supply of tools and resources
- Enhanced quality of teaching and assessment due to improved sector knowledge
- Excellent marketing and PR opportunities
- Promotion of schools on construction employers' websites
- Potential job opportunities

Benefits to the Company

- The opportunity to offer a genuine student engagement experience leading to possible identification of potential future recruits.
- Development of own 'home grown' talent pipe of knowledgeable young people who understand the diverse pathways in the industry.
- Excellent marketing and PR opportunities.
- Branding opportunities on schools' resources and websites.
- Employers can have a direct impact on the school community and have an opportunity to form quality relationships with the school.
- Engagement activities between the school and employer are tailored toward the school and employer's needs, and go beyond a one-time, experience.
- Community Engagement – help meet corporate social responsibility and raise your profile in the community.

What you need to do to register

Construction Employers:

1. Complete and return the attached registration form to Alison.mcclean@citbni.org.uk and we will be in touch in due course to discuss so please ensure that the contact details provided are for the person who will be responsible for managing the scheme in your company.

2. A list of post primary schools will be circulated to interested employers once initial registration has been completed for you to make contact and partner with. Please note that there is no guarantee that every employer that signs up to the scheme will get a school to partner with.

3. Advise CITB NI when you have agreed to work with a school and provide CITB NI with notification of the activities that have been arranged. CITB NI can provide careers promotional material and relevant industry publications such as

apprenticeship guides and industry factsheets, careers booklets, etc free of charge for events. When possible, we can also arrange to have a presence at an event if appropriate for support and we can also promote the activity/event via our digital and social media streams. We would request feedback on your engagements with the school so we can promote your good work.

4. Promote any activities via your digital and social media streams.

5. Provide CITB NI with information for case studies on positive outcomes and good news stories and promote these via your digital and social media streams.

Contact Amanda Stevenson on 07753971878 or email Amanda.stevenson@citbni.org.uk if you wish to discuss or have any queries.