

Shared Apprenticeships South West at Drake Circus Leisure

10 shared apprentices are part of the land mark Drake Circus Leisure Development, Plymouth, Devon

Shared Apprenticeships South West (SASW) is a Construction Industry Training Board (CITB) initiative which works with construction companies based or operating within the region. Apprentices are recruited, trained and managed through the scheme, with the shared element meaning apprentices have the opportunity for fixed-term-on-the-job placements with one or more construction companies or projects during their apprenticeship.

SASW has been set up by the CITB to meet growing demand for a more flexible approach to apprenticeships, the model reflects the needs of an ever-growing construction sector.

British Land, McLaren and Building Plymouth have worked together to maximise the number of apprentices and training weeks on site at Drake Circus Leisure, Plymouth. Due to the nature of the build the number of local sub-contractors was limited, this led to Jackie Kelly, CSR Officer at McLaren meeting with John McColl from SASW to identify how the scheme would be able to support the sites apprenticeships needs.

"The Shared Apprenticeship Scheme has allowed McLaren to support as well as benefit from apprentices, as we are often unable to offer a long-term placement. McLaren are keen to support the development of local skills when working in different regions of the country and are not always able to offer a full apprenticeship. I believe McLaren have given young people in Plymouth a great opportunity to get a foot on the ladder and therefore build a career in construction." Stuart Goss, Operations Director, McLaren

"British Land are really pleased to have been able to work with SASW to deliver shared apprentices on our Bretonside development. This has enabled us to maximise the number of apprentices we can support on the site." David Pollock, Head of Major Retail Developments, British Land

Case Study

"Shared Apprenticeships South West has allowed McLaren to support as well as benefit from apprentices"



The Challenge:

Meeting the needs of local training and apprenticeships

Drakes Circus Leisure consists of a new 12 screen cinema with 15 retail units. The specialised nature of the build required several out of area sub-contractors. McLaren identified and liaised with the trades on site who were able to support an apprentice. A further meeting with SASW enabled timescales and durations to be identified and SASW were tasked with recruiting, interviewing and placing the apprentices.

The Response:

McLaren and SASW identified what trades would be able to do an apprenticeship and how long they would be required on site at Drake Circus Leisure. Further meetings were held with McLaren, SASW and the sub-contractor to explain how a shared apprenticeship works, how long they could support it and interviews with apprentices were arranged. By working with the sub-contractors in a joined-up way, a greater understanding of the scheme and the benefits for everyone were realised. The role of the CSR Officer on site was fundamental to the success of this initiative. By having a person to liaise with all parties and support the process, this increased the number of apprentices that sub-contractors were willing to host.

The Results:

We are delighted to report that 10 SASW were hosted on site at Drakes Circus this was 1 painting and decorating, 3 construction technicians and 6 dry lining apprenticeships.

"SASW is an excellent way to get a foot in the door of a growing industry. Especially for young motivated individuals who are looking for a rewarding career" James Hibben, McLaren Construction Technician Apprentice

Transferrable Solutions:

The value of the shared apprenticeship scheme and subsequent employment is shown with much needed increase in qualified and experienced workforces within the construction industry. With shared apprenticeship schemes across the UK from Dundee to Cornwall this initiative can be replicated across the industry. The recruitment of these 10 shared apprentices has exceeded the Employment and Skills Plan targets and created an exceptional on-site training and skills development.

"It is fantastic to see how McLaren have embraced the Shared Apprenticeship model for the high profile Bretonside development. As a Board Director, I am delighted that 10 apprentices have undertaken some of their training on this project across a breadth of disciplines. It shows this flexible model really does work and brings huge benefits to employers and local apprentices alike." Emma Hewitt, Building Plymouth Skills Co-ordinator and Board Director SASW

The flexibility of the shared apprenticeship scheme works with benefits for the apprentice and employer alike

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