



Transition to Trade Report

October - December 2021

ACD

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Introduction

Background

ACD is an innovative community organisation, which was established in 2020, following over 20 years of industry-led experience. The organisation will create purpose and passion through upskilling and retraining, with the aim of securing futures.

The Transition to Trade programme aims to provide young people with opportunities to learn trades in a safe live environment, whilst gaining formal qualifications that will help them gain employment in the future.

Delivered in schools, five times per year, to a maximum of twelve young people per cohort, Transition to Trade provides the opportunity to learn in a real-life work environment, experiencing the realities of working life over a six-week period.

Context

Transition to Trade is a positive pathway for school pupils to progress into the construction industry. There has been a sharp drop in the number of school and college leavers entering the construction industry, particularly in certain trades and the home building sector.

Whilst there are many people at college learning these trades, they often are not progressing into those professions after their studies.

Some of the factors that contribute to this include:

- Many are not prepared for the world of work. As a result, employers are reluctant to take them on as they cannot immediately be relied upon on site.
- Many of them do not get practical on-site experience during their studies. Consequently, they do not have the skills to work independently on site.
- The quality of training they get is variable. While they have qualifications on paper, it does not always translate into good quality technical skills on the job.
- They are not yet equipped to be self-employed so early on in their careers. Therefore, they cannot compete for the construction projects in the same way as experienced self-employed tradespeople.

Transition to Trade

THE COURSE

Transition to Trade was delivered over a six-week period, in an informal setting, working with ten pupils from Schools across Dundee, each of the pupils had demonstrated an interest in gaining a Trade and had identified that they had initially planned to leave school during the winter period.

Over the course of six weeks, the pupils engaged in at least three one-to-one support focusing on employability and goal setting. The pupils also participated in workshops focusing on growth mindset, confidence, and leadership development as well as developing the practical and theoretical skills required to work within the construction industry.

Following this training, the pupils participated in a design and build project, whereby working as a part of a team, they used their newly developed skills, to build a robust Santa's Grotto for the charity Help for Kids that can be dismantled, stored, and reused for years to come.

Within the project, pupils utilised their skills in planning, woodwork and painting.

QUALIFICATIONS

IOSH Safety, Health and Environment for Construction Workers

Safe Moving and Handling

Control of Substances Hazardous to Health

Asbestos Awareness

Scaffolding Awareness

**SCQF Level 4
Work Placement**

**Saltire Award
Volunteering**

Reflections of Participants



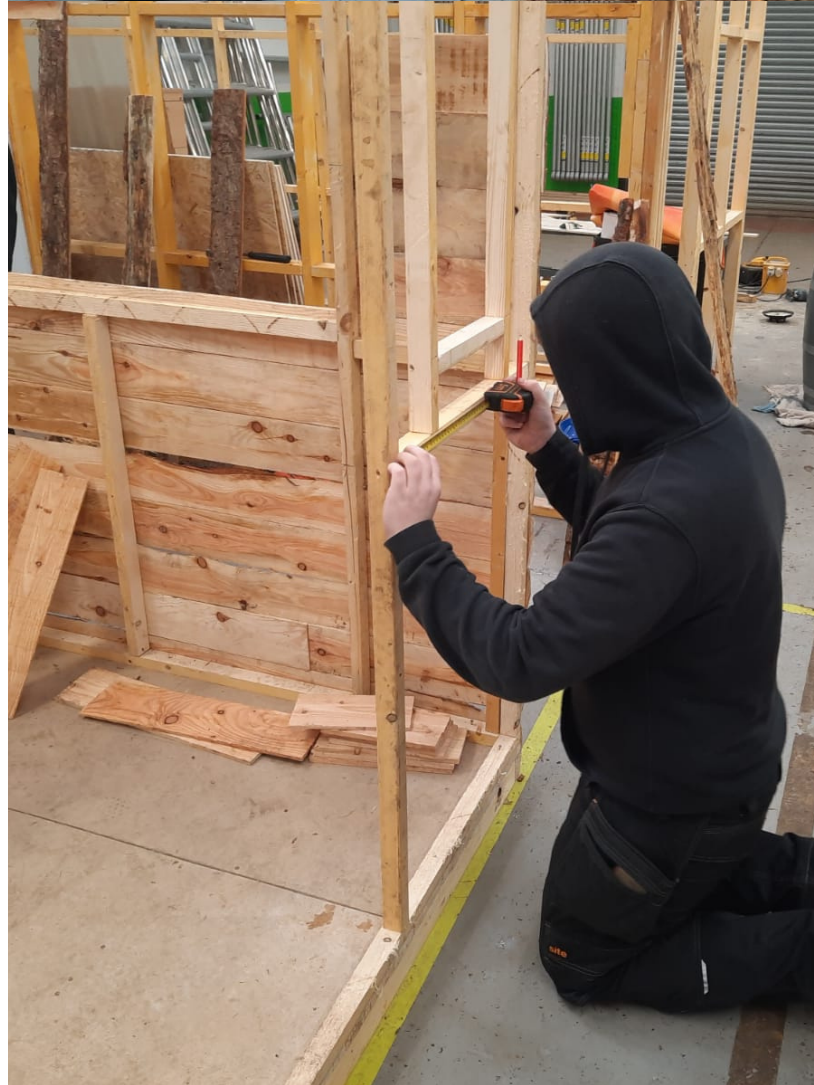
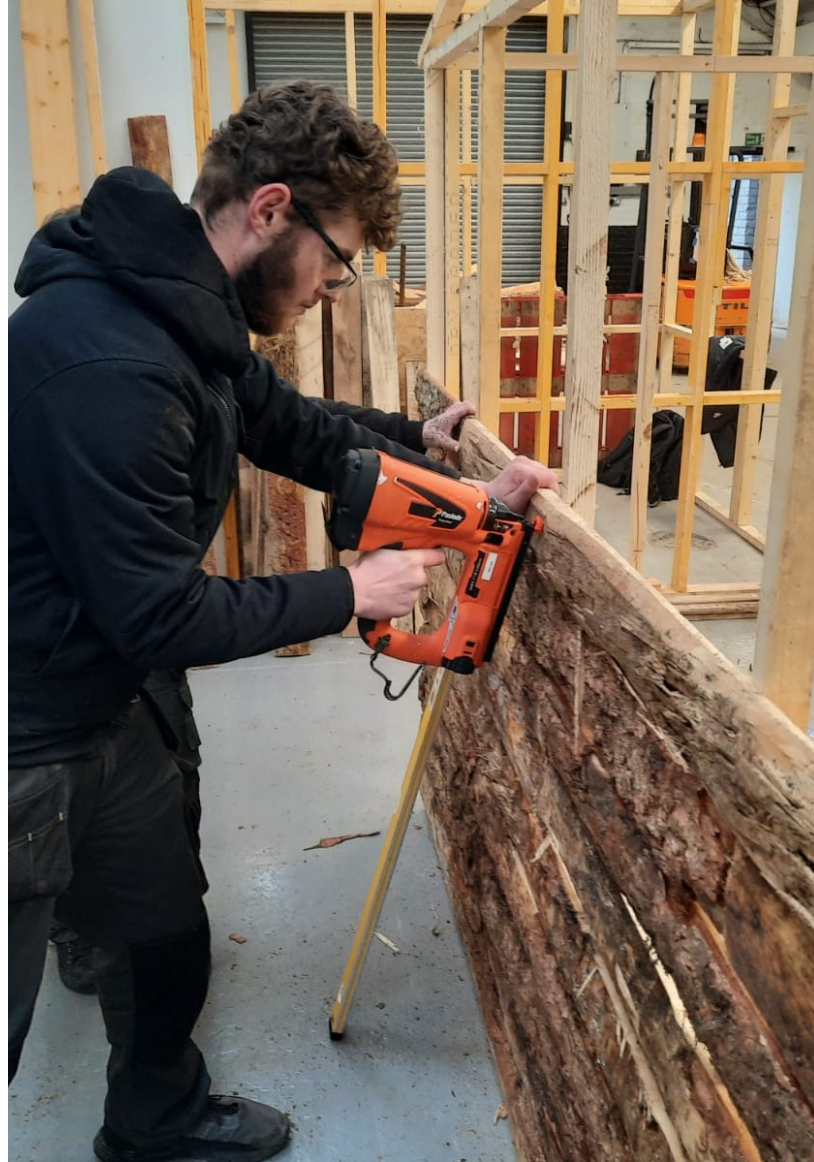
'This course has really helped open my eyes to what I want to do when I am older. I am fully focused on getting an apprenticeship. My newly gained qualifications, will put me closer to my goal. This course has given me a big confidence boost. I was pretty quiet and shy but John and Dylan encouraged me to speak to everyone and come out my comfort zone.'

'This course was excellent, I enjoyed making new friends and gaining loads of new social and communication skills. I achieved lots of new qualifications to help me step into the next part of my life and I am hopeful to become a joiner or an electrician. The people who taught and trained us in this course were great as they clearly explained everything to us so we had a good understanding of the task'

'This course was one of the best experiences I have had in my life. I have gained a lot more skills and qualifications than I have in my 5 years at school. The tutors Dylan and John are always there to speak to and get advice from and they want to help you get further in life. This course is one of a kind and I would recommend this to anyone.'

'This course was great, I had loads of fun learning new things and meeting new people. It's helped with my social skills and understanding of the tools significantly. I have been given a good idea of what it is like to work on something with people as a team. I am very happy that I have taken this course and would recommend everyone to do it if given the opportunity. It is a great experience!'

'I enjoyed this course because it was just very good overall. The workers are good. I enjoyed how I have my qualifications which will now help me get a job. Having been here for 6 weeks I have now got more qualifications than I did in school. '



'I think this course is one of the best things I have ever done. The people are nice and kind and are always there to help. I have had more qualifications here than at school. I wake up in the morning and I am willing to get up and come to this course. It's so enjoyable and I don't want it to finish!'

'I liked the course very much because the course has helped me understand the world and what to expect when I go for a job and it will be so much easier because of the qualifications I have now got. I also respect John and Dylan because they helped me to achieve my goal which has shown me if I believe I can do it, then I can do anything that I put my mind to. Now after this course I will always remember the people here and I have also been able to create a CV. I am also hoping to get an apprenticeship when I finish.'

'I feel like this course was very good because I got to experience new things and meet new people. Building Santas Grotto was fun because I got to do something I like.'



Plans for the future



I am going to own my own business

Go back to school and get some more qualifications

Hopefully, get an apprenticeship

Become a joiner

Outcomes

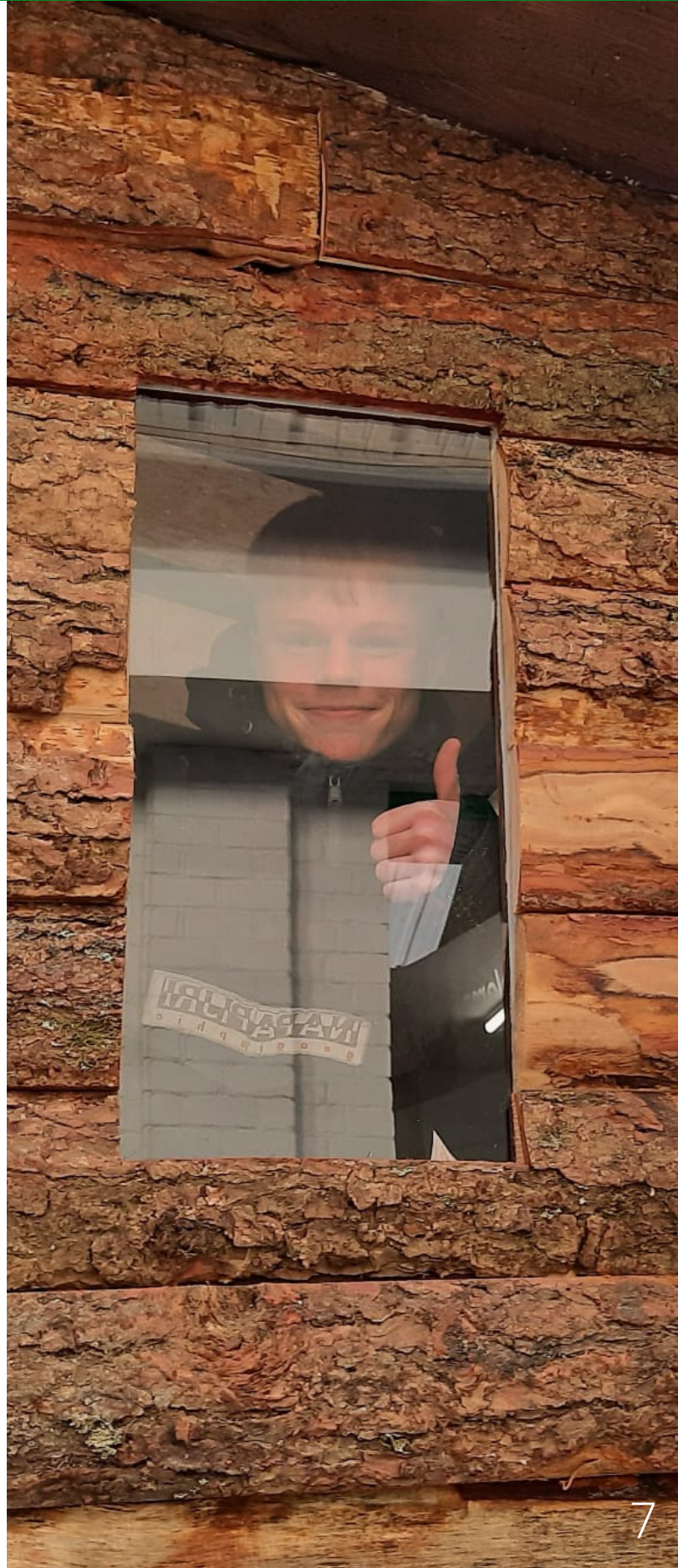
Qualifications

68/70 Qualifications were obtained.

One IOSH and One CoSHH qualification were not obtained due to absence.

Next Steps

- **1 Apprenticeship**
(gained first week, of course, bringing course numbers from 11 to 10)
- **1 Gained Employment**
- **3** Re-engaging with **School**
- **2 College** Places
(Gateway to Trade)
- **4 Helm** (2 have applied late for college and have reserve spaces)



Leadership - 'One of the aspects to my leadership going up is I've gotten to know everyone more. When my peers are asking for help I am always willing to help;'

Confidence - 'One of the aspects to my leadership going up is I've gotten to know everyone more. When my peers are asking for help I am always willing to help;'

Teamwork - 'My teamwork has improved because I have had a chance to experience working with everyone and I've had an opportunity to grow my teamworking skills within the workplace.'

Ambition - 'My ambition has improved because I have been gaining experience in the workplace which has opened my eyes and gave me an idea of what I want to do.'

Communication - 'My communication has grown because I've had help with speaking and working with others which helped me to do my work faster and better because it is better to communicate with others than not. Communication is also key in the workplace when working with others to ensure my own safety and others safety.'

Time Keeping - 'My timekeeping has improved as I enjoy getting up in the morning to come to this course which motivates me to be here on time everyday.'

Construction Skills - 'I feel like I have gotten better with this skill because I got a chance to cut/measure and complete making a chimney for Santa's grotto which helps me in every way possible so I would understand how to do my task when asked.'

9

LEADERSHIP

31

CONFIDENCE

19

TEAMWORK

14

AMBITION

22

COMMUNICATION

9

TIME KEEPING

28

CONSTRUCTION SKILLS

Each candidate was asked to rate their skills in the following areas on a scale of 1-10. Here are the number of stages the group improved in the following areas.

Individual Outcomes

- Practical insight into the world of work.
- Development of positive work ethic.
- Improved engagement and willingness to learn.
- Appropriate planning and career development.
- Transferable skills development including leadership, problem-solving and communication.
- Improved focus and growth in self-confidence.

Outcomes (Community)

'You guys have done an amazing thing for us, you probably don't realise how much money you will raise for our charity by doing this, not just this year but every year. I joked with you that when you are all 25 years old and your all joiners, this grotto will still be on the go – raising lots of money for us and will give the chance for so many underprivileged kids to see Santa, which they usually wouldn't get the chance to do. Thanks again, you've done amazing. We had our opening weekend last weekend and all the children loved it, all the families commented on the grotto and thought it was great! I've spoken to you all before and you know how much it means to us so a big thanks from me and Stacey, and by the way – I wasn't joking before when I said that next year, I want you all to dress up as the elves and volunteer at the grotto. Well done on everything you achieved and have a great Christmas!'

Ashley Brown - Help for Kids



Timetable

	Monday	Tuesday	Wednesday	Thursday	Friday
Week 1	Introduction, Tour & Teambuilding	Growth Mindset	Leadership Development	Manual Handling Health and Safety	Weekly Recap Goal Mapping
Week 2	Introduction to Trades	Character Development	IOSH Training	IOSH Test	Site Visit and Scaffolding Build
Week 3	On site	On site	On site	On site	On site
Week 4	On site	On site	On site	On site	On site
Week 5	On site	On site	On site	On site	On site
Week 6	Employability Session	Presentation Skills	Preparation for Presentations	Presentation	Fun Day

Each pupil participated in three one-to-one sessions focusing on:

- Getting to Know You/Goal Setting
- Employability
- Reflecting on Personal Development

And left the course with a portfolio of evidence.





A big thank you to everyone that has supported our **fifth** schools' Transition to Trade programme

DISCOVER OPPORTUNITIES
MCLAUGHLIN AND HARVEY
DUNDEE SECONDARY SCHOOLS
HELP FOR KIDS
Y MINDSET
THE SPORTING PURSUIT
PRIME SIGNS
MKM
REDFORD SAWMILL
DIRECT TIMBER

