

JBT

JOE BRENNAN
TRAINING

DENBRE LIMITED

Newsletter

"Bridging the Gap"



Joe Brennan Training Construction Programme.

Issue 1 - October 2014

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Company News

"Welcome to the 1st Issue of the JBT Construction Programme newsletter..."

The Joe Brennan Training Construction Programme was set up to provide training and work experience for unemployed people wishing to learn a construction trade.

The emphasis is placed on providing good quality consistent training in the classroom / workshop as well as on site.

The aim is to ensure that apprentices achieve recognised qualifications, fully supported by JBT throughout the programme whilst earning a decent training wage.

Most importantly I want our apprentices to get jobs (please see my views expressed at the cross-party parliamentarians' inquiry addressing the low level of construction apprenticeships)

The Newsletter has been introduced to look at current projects as well as future plans.

We especially want to highlight the progress of the apprentices as well as to recognise the sterling contribution to "Apprenticeships" by Developers, Local Authorities, Contractors, Sub-contractors, Site Managers and Supervisors.



I hope you find this newsletter enjoyable and informative..."

Joe Brennan

Earlier this year Joe contributed to a **cross-party parliamentarians' inquiry** jointly chaired by Rt Hon Nick Raynsford MP and Lord Richard Best OBE,

Below is an extract from the ensuing published report...

Joe Brennan, director of Joe Brennan Training, remarked: "I have too often seen what can happen to young or vulnerable people being placed on less than adequate schemes of all sorts; schemes specifically designed to ensure targets such as reducing benefits claim applicants and/or achieving training outcomes for training providers are met. All the while, the administrators of these schemes are happily patting themselves on the back, but these schemes often fail in getting the trainees any closer to actually gaining employment."

The full report is available at www.ciob.org/youth-unemployment-inquiry.

Countryside Properties

We cannot tolerate continuing unemployment among our young people in Britain, when there is such scope for increasing training, apprenticeships and employment in our construction industry."

A cross-party parliamentarians' inquiry – February 2014

Countryside Properties, by their support of apprenticeships, is contributing to a well trained workforce for the future and the sustainability of the construction industry in general.

JBT would like to thank Countryside Properties for showing their faith in the early days of the JBT Construction Programme. JBT have welcomed the chance to place unemployed people committed to learning a construction trade on Countryside Properties' well managed development sites. Special mention goes to Paul Sweeney, Head of Community and Customer Services for his tremendous practical support for ensuring the successful implementation of the JBTCP on Countryside Properties sites.

Currently Countryside Properties are providing opportunities for 19 apprentices over 5 sites. This includes 12 Bricklayers, 4 Carpenters, 1 Plumber, 1 Painter/Decorator and 1 Electrician. Each of these apprentices have either achieved or are working towards a Diploma in their chosen trade and are being assessed on site for their NVQ's.

JBT are very appreciative of the opportunities offered to the apprentices and the support the apprentices receive from their site managers and supervisors. Special mentions go to the site managers on the existing sites, Andy Neary, John Bigwood, Brendan Cawley, Jim McDade and Steven Read. A special mention goes to Health and Safety Manager Lisa Ridley for ensuring that our apprentices have received robust Health & Safety guidance.

About Countryside Properties:-

Founded more than 50 years ago by Alan Cherry, Countryside has earned a reputation for high quality, sound governance and good management practices. These are certificated to internationally recognized standards, and they have held Investors in People accreditation since 2000.

Countryside creates places of character and quality, designed to strengthen people's sense of belonging and build enduring value for all. This is achieved through creating new homes and neighbourhoods of lasting quality.

They develop private and affordable homes on Greenfield and Brownfield sites through partnerships with landowners and registered providers. What sets them apart is their reputation for creating residential developments and major new mixed-use communities that generate value and benefit local communities. They also specialise in partnership housing including estate management.

Highmead Estate



Highmead is a former council estate located in the district town centre of Angel Edmonton an area that **Enfield Council** has identified for major redevelopment designed to regenerate the area.

The £25million development achieved planning consent in February 2011 for a 120 mixed tenure residential properties, new retail space on Fore Street and a new community building on Alpha Road.



Countryside Properties were selected to redevelop the site. Countryside Properties will be working with affordable housing partner **Newlon Housing Trust** to deliver the Council's regeneration priorities for the site.



L to R – George, Lee, Jonathan, Luke, Wade, Rhys and Paul Sweeney

JBT have to date placed 7 apprentices (3 x Bricklayers, 1x Plumber, 2 x Carpenters, 1 x Electrician) and will be placing 1 x Painter/Decorator soon. This development will in total provide 320 weeks of valuable site experience for these apprentices who are currently being assessed for their respective NVQ's.

JBT would like to take this opportunity to thank site manager Andy Neary, “gate man Gheorghe”, all the supervisors and site operatives for providing the opportunity and support for these apprentices.

Case Study – Matthew Rickard

Matthew was introduced to us by James Burke an advisor for the **Xcite Employment Project** run by **Harrow Council**.

We made sure he had all the tools and PPE he needed, and got him a placement on the Rayner's Lane Estate courtesy of **Homegroup Housing Association** and Developer **Galliford Try**.

The bricklaying programme on the site finished after 22 weeks and Matthew was moved to the Goresbrook Development courtesy of **Coutryside Properties**.

Matthew is about about to complete his apprenticeship this month and we would like to congratulate him and to wish him every success in the future.

Matthew says

“I have loved being an apprentice. I enjoy coming onto site, and I'm being paid for the work as I learn. At the end of the apprenticeship, I will be a qualified tradesman, with my own tools, as well as an NVQ.

*As long as I meet my supervising sub-contractor **Dilpreet's** expectations, I'm also guaranteed a job at the end of the placement, which will give me a start as a bricklayer. After that, I'll see how I go, and hopefully will continue to improve.”*

“Being an apprentice has helped to develop my confidence, as well as giving me experience of being at work. In college, the lecturers let you off a lot with your timekeeping and with getting your work done. But when I'm on site, I am earning real money – it's a real job and I need to work hard”

“For anyone looking for work and training, I would definitely recommend becoming an apprentice. You're gaining experience, and a qualification, and as long as you meet expectations, you will hopefully have a good chance of obtaining work.”



L to R – Joe, Matthew and Mary O'Donnell (JBT Apprentice Officer assigned to Matthew)

JBT – “providing a seamless, well managed route to employment within the construction industry.”

Well Done Matthew



Ma Grumble says...

People ask me. Why do I have to ...

- Get up at ridiculous o'clock so I can get to work to time?
- Work every day; I mean, today the sun is shining and it is Friday and I could go away on a long weekend instead?
- Perform tasks even when it is not strictly my role; they expect me to pitch in and help clear up. What is that all about?
- Work hard when I am at work and only go on breaks when they say?
- Work in the afternoon, when they knew I had a dental appointment at 9 am. Oops did I actually tell them I had a dental appointment?
- Work when I have another pressing appointment? They should have known that my aunty from Australia was arriving today.
- Go to college for a full day? I know I am on day release, but I am sure the tutor won't mind if I take a rest day mid-week to spend time with my nearest and dearest?

What is the answer to all these and similar pressing questions?

Good News - You do not have to work at all

Please let us know if there is anything you would like included in future issues and if there any organisations or individuals you think would like to be included in the distribution list.

I am sorry, but whatever ever happened to the work ethic?

It seems to me that some people, far too many it appears, don't realise that nothing is handed to you on a plate.

Yes it may seem to you, especially if you are unemployed, that there are lots of schemes around, you may have endless training courses, work placements thrown at you; they may even be paid work placements, but what do you get out of it? Well absolutely nothing if you are not committed.

If you want to get qualified in a construction trade, a trade you will have for life, one in which, more than most work arenas, could mean you could start your own business, be your own boss, then you have to be committed and work hard for it. Getting away with doing as little as possible or even just a small dodge here and there is not being committed.

People around you, your training supervisors, your site managers, your tutors, your assessors, the people who pay and support you through your apprenticeship, they know your true worth.

You may not be the best carpenter yet, you may not have the best literacy or numeracy skills, your verbal skills may be limited, you may not be the most assertive person in the world. None of this matters so much; all these are skills which people will help you to get better at.

A lack of commitment or just "playing the game / working the system", gets noticed, maybe not straight away, but it will eventually catch up with you and no one wants to support that kind of person.

If you want to work, you have to work at it

Sorry about the rant, but that is what Ma Grumble does...