



Articles:

Company News 1

Linden Homes 2

Site Focus – Britwell 3

Apprentice Case Study – Kyle Murray-Aaron 4

Ma Grumble says 5

Programme Status 5

Denbre Ltd

Talbot House

204-226 Imperial Drive

Harrow. HA2 7HH

Phone:

+44 (0) 20 8429 5177

E-mail:

denise@denbre.com

Website:

www.denbre.com

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Denbre JBT

@DenbreJBT

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Company News



Spring has sprung and we are looking forward to even better results than before, meaning, even more apprentices into permanent work...



I attended a good Apprentice Roadshow in February hosted by [Family Mosaic](#), which was very enjoyable, with excellent attendance.

It was great to have generated a good deal of interest in the JBT Construction Programme and I have placed a few candidates in our pending folder, so thank you Family Mosaic and more particularly, **Simon Matin**, Senior Employment Coach, for extending the invite.

As a trustee of [Youthbuild UK](#) and as an employer of young, disadvantaged people I



Speakers L to R; Ben Pritchard, Lorraine Bliss, Joe Brennan, Adeana Raper, Lewis Matthews, Brett Barlow, Lesley Bolland, Ingrid Holt, Alison Watson with Youthbuild UK chair John Gillespie

was happy to speak at their Building Pathways event, held in Leeds on the 18th March 2015. The event examined how to "unleash the potential of disengaged, disaffected young people to fill the construction industry skills gap".

[Durkan Ltd](#) trusted us with our very first project at Lisgar Terrace; where all 3 apprentices went on to get jobs. Since then they use the JBT Construction Programme to organise their on-site training; currently on 5 sites across London. Have a look at Durkan's [Annual Review](#), which makes for insightful reading. I particularly liked the article on their LEAD programme, which develops the skills of Durkan employees; working alongside Durkan employees is always a good experience as they are knowledgeable, pragmatic and have a great working culture,



Joe Brennan

[Linden Homes](#) are the housebuilding division of Galliford Try, a FTSE 250 housebuilding and construction group.

Linden Homes are renowned for their award-winning homes and a reputation for quality; they are industry experts in delivering distinctive and diverse new homes in prime locations throughout the UK.

[Galliford Try](#) is the name behind Linden Homes, and is one of the UK's leading housebuilding and construction companies, responsible for high-profile projects such as, the All England Lawn Tennis Club roof at Wimbledon and the 2012 Olympic village.

In the early days of the JBT Construction Programme, we worked with Galliford Try on a small project where we placed one of our very first apprentices, Mathew Rickard. Matthew went on to qualify as a bricklayer and gain employment.

Linden Homes created the Linden Homes Foundation, a nationwide initiative to unite their efforts across the country into a strong and principled pledge to bring real, tangible benefits to the cities, towns and villages where they build. The Foundation ensures that local workers are purposely recruited on their developments in order to inject an economic boost to the area, as well as new homes, bringing with it new skills, employment and opportunities. In that very spirit, Linden Homes are now working with us.

Linden Homes are one of 4 finalist of the Housebuilder of the Year award at the prestigious Building Awards 2015, to be held at the Grosvenor House Hotel in London on Wednesday April 22nd.

*"It is a great achievement to be a finalist and JBT wish Linden Homes every success on the night"
Joe Brennan*

JBT would like to thank Linden Homes for providing enough training weeks on their site at [Millbrook Park](#) in Barnet, to allow 4 apprentices to qualify in their respective trades and, more importantly, get jobs.



Millbrook Park

We currently have 3 apprentices on site, Sepehr, Kostas & Ricky. Our original 4th apprentice, Jonathan, suffered a knee injury (not on site, may I add). We will replace Jonathan on Millbrook Park and then find another site for him, once he is well enough.

Andy Chessum and Reg Firkin of [Atlantis Plumbing](#) directly supervise Sepehr, the plumbing apprentice. Nick Allen of [L&C Carpentry](#) directly supervises Kostas, the apprentice carpenter. Adam Keating and Adam Rawlings of [Churchills](#) directly supervise Ricky, the bricklayer apprentice.

We are very appreciative that these sub-contractors take such an interest in the training of the apprentices and once again would like to thank them and their teams (If we have not mentioned you by name, we apologise) for their help.

The Linden Homes, Millbrook Park site team, especially, Nick Boldorea and Johnny Cropper, have been supportive of the programme and have watched over the apprentices, showing them consideration and understanding, so thank-you gentlemen.

Recently, we were introduced to Shawn Moore, the recently appointed, Production Director of Linden Homes; Shawn expressed his commitment to apprenticeships in the construction industry, and has demonstrated this in practical terms by helping JBT to establish the programme on Millbrook Park. Shawn consistently supports the programme and our apprentices, even hands on when required.

We are extremely grateful to be liaising with someone, who genuinely understands the benefits of the programme, to all those involved with it. Thank-you Shawn.

Site Focus – Britwell



Thank-you [Countryside Properties](#) and [Catalyst Housing](#), partners involved in the £42 million regeneration of Slough's Britwell Estate, for supporting apprentices on site while helping to turn...

In the post war to mid-seventies era, apprenticeships were much sought after and generally were geared to trades such as building, electrical and engineering. They were one of the ways school leavers made the transition from the classroom to work. Simplistically put, those not going on to do A'levels / higher education, went into their local industry (factory, coal mining and the like), offices, retail, etc. or took up an apprenticeship.

An apprenticeship was deemed as pain now (low wages) to gain in the future; a trade for life with better earning prospects than, let's say, the fellow school leaver going straight onto the factory floor.

The modern day apprenticeship is about getting school leavers into work whatever their career path. The Skills Funding Agency (SFA) Statistics published Mar 2015 show that, 73% of apprenticeship starts are in Business, Administration and Law / Health, Public Services and Care / Retail and Commercial Enterprise

THIS



INTO THIS



Following the demolition of the Wentworth Avenue flats, Countryside Properties developed [Kestral Place](#), a new 103-home development off Long Furlong Drive, featuring a range of two and three-bedroom houses.

As part of their commitment to providing training and employment, Countryside and Catalyst supported 3 apprentices during this fabulous regeneration. We are happy to report that all three went into employment at the end of their placement and will soon complete their respective qualifications.

We congratulate and wish every success to Ravi Nijjer, Bricklayer, who has gone on to work with [Lee Marley](#), Jacob Butcher, Carpenter, who has gone on to work with [L O'Rourke's](#) and Sam Perchard, Painter & Decorator, who has gone on to work with [DPL decorating](#).

The experience gained, enabled Ravi, Jacob, Sam to build on their knowledge developed at College, each proving their competency and value by securing employment by their respective employers on site. The apprentices are over the moon with their success and are very grateful for the experience.

These successes bode well for the apprentices, their communities and the industry and prove that with continued support, the JBT Construction Programme works.

Just look at these smiles...



L to R – Sam, Jacob & Ravi

Apprentice Case Study – Kyle Murray-Aaron

Kyle Murray-Aaron is an Ealing resident who had studied Electrical Installation at Ealing Hammersmith and West London College. Unable to find a construction work placement Kyle worked for M&S, stacking shelves.

"I first met Kyle whilst doing some consultancy work for a client and was impressed with the way he conducted himself and his obvious passion for a career in electrical installation. I also thought it was a shame that he had spent 3 years at college and was unable to go any further when he completed his studies in 2011. He was unable to progress to site work in order to complete the NVQ element of his qualification without an employer." Joe Brennan

JBT recruited Kyle through a work fair and placed him on work experience with Willmott Dixon on a site in Ealing.



Having demonstrated his commitment and desire to learn, he was then employed by JBT and placed on Dovehouse Court, a Family Mosaic / Willmott Dixon development.



National Apprenticeship Week took place 9 to 13 March 2015

More than 23,000 new apprentice vacancies (all sectors) pledged

The latest statistics prepared by the Skills Funding Agency (SFA) published Mar 2015 show that

apprenticeship starts in the Construction, Planning and the Build Environment, reached a peak level of 27k in 2006/07 falling to 22k 2010/11. (Figures up to 2010/11 are stated as not being directly comparable to figures from 2011/12)

The 2011/12 figure was 13,920. The figure rose in 2013/14 by 14% versus 2011/12 to 15,890 with the 6 months figure to Jan 2015 provisionally standing at 13,230.

These rises are encouraging but only if they ultimately convert to qualifications and long-term jobs.

Whilst Kyle was on Dovehouse Court he was under the direct supervision of the electrical contractor, T P & N. Kyle remarked "everyone was so welcoming, and I have learnt a lot" While he was waiting for the main phase of the contract to begin he pitched in, gaining general on-site experience while mixing with builders from other trades. Having never taken a day off, he impressed site managers, Mark McClave and Richard Kinsella with his work ethic and attitude to life.



Kyle has started his NVQ and works hard for it, saying, "I'd like to be employed as an electrician, and in the future maybe start my own business."

Once the training weeks for an electrician were completed on Dovehouse Court, we moved Kyle onto The South Acton Estate site, which is being developed by Countryside Properties.



At the South Acton Estate site, Kyle is under the direct supervision of electrical sub-contractors, Colne Valley and supervisor Paul McDermott, His last on-site review confirmed that he is doing well and that Colne Valley are happy with his progress, as well as his all-important good attitude to work.

Kyle said, "I love working on this site, I am doing so much and learning so much. At first I was a bit nervous about moving site, but now I am really happy I did"

"This is the beauty of our programme; apprentices do not fall "off the edge" once the weeks for their particular trade finishes on site, we can move them on. This can happen on shorter programmes, but we endeavour to get them the placement weeks they require for their apprenticeship training. If, however, they get a job before that point, we cheer for them, but we also ensure they can continue their studies with their new employers and we continue to support them.

We could not do this successfully without the collaboration of the developers and housing associations who use the JBT Construction Programme on their developments." Joe Brennan



Ma Grumble says

My beef today is about funding and outcomes; perhaps you can already see where I am going with this.

In the area of training and employment, we are talking about people, not “outcomes”.

I believe that all too often, in the scrum to get funding, the so called “outcomes” are the losers.

In a previous life, yes I have a very long previous life, I briefly worked with a business consultancy which offered business start-up courses for the un-employed. I was hired to deliver said courses. Having worked in the private sector all my life, this was my first encounter with the public sector and the dreaded funding game.

I soon realised that the attendees of the courses did not want to be there, but were merely fulfilling some sort of condition placed upon them in order to qualify for some sort of benefit. They all seemed to know each other, which indicated that they were on some “shove them on a course” circuit. The “funding for outcomes” came into play, when, on one day, only 1 person turned up; I called the consultancy firm to ask their advice. I was told to carry on and, lo and behold, others turned up. These others were strangely familiar and the conclusion I drew was that some “ringers” had been drafted in to fulfil the “outcomes” criteria in order to get the funding for the course. Hmmph. I did not work for the consultancy again.

It was desperately sad to see that people, who genuinely wanted to get work, were being used in this way; they were merely numbers to justify funding for some scheme or other.

Since that first encounter I have seen too many of these schemes, and it just makes me feel very sad and very angry. This has helped to shape our ethos here at Denbre, it's the apprentices' needs that come first.

I now cynically view all statistics offered up by politicians on employment and training, with a great deal of scepticism.

If you know of a young person who has overcome disadvantages to successfully train, and or gain, employment in the construction industry, applications for [Youthbuild UK](#), [The Young Builder of the Year Awards 2015](#) will open on Tuesday 5th May 2015

Programme Status



JBT
JOE BRENNAN
TRAINING

JBT Construction Programme
Trainee Status
Sep 13 to Mar 15

