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## Company News



2015 was a busy year, which got busier as the year went on. No complaints.

We also moved offices in November 2015 from Harrow to Ealing in sunny West London.



I would like to welcome a new member to our team, Michele James. Michele will help to strengthen the area around our apprentice support and co-ordination.

Michele's background has been mainly in property and block management for Chesterton, Parkways, Shand, Goldsmith & Howland, amongst others and ran her own successful business in managing higher end properties. More recently, in the last 7 years, she has worked in Human Resources. **Welcome Michele.**

Stan Hughes has also joined our team, a qualified carpentry assessor and IV (Internal Verifier) with over 30 years' experience in the construction industry.

Stan manages and conducts our on-site reviews with the apprentices, monitoring their progress on the JBT Construction Programme (JBTCP). On-site reviews are an essential tool, as it allows us to ensure the apprentice is on track and taking remedial action when required. **Welcome Stan.**

As you may be aware, I am a trustee and chair of [Youth Build UK](#), a charitable organisation that engages with young people to combat social exclusion through the development of construction based support services. I am happy to say that two of the apprentices who went through the JBTCP were honoured at the annual awards ceremony held at the House of Commons in October 2015.



Courtney Henry Sang was nominated by East Thames Housing, London

Rebecca Russell was nominated by Durkan Ltd

Both Courtney and Rebecca are pictured here with YBUK's president Baroness Angela Smith.

**CONGRATULATIONS  
COURTNEY AND REBECCA**



## Family Mosaic

Family Mosaic are a housing association with 24,000 homes across London and Essex, housing 45,000 people and building 1,000 homes a year.

JBT have worked, or are working with Family Mosaic and their contractors on several sites across London. Over 10 apprenticeships have been undertaken so far, half of whom are Family Mosaic residents. All 5 apprentices who have completed the JBT Construction Programme went into full time jobs in their respective trades. Please note that Rebecca Russell featured on page 1 is one of these apprentices.

JBT would like to thank Family Mosaic not only for the opportunities they have afforded these apprentices but also for working so closely with us to ensure that they get the support they need.

Particular thanks go to Dean Howard (Senior Employment Coach) and Simon Matin (Employment Team Leader) for interviewing and referring candidates and more importantly taking such an active interest in their progression.

Mike Fawcett (Regional Development Director) has also brought his calm head into the mix when required, smoothing the way for successfully run programmes. Thank-you Mike.

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*Family Mosaic and Network Housing are members of g15, a group that represents London's 15 largest housing associations, providing homes for 1 in 10 Londoners and one quarter of all new buildings. Housing Associations are charitable organisations with a social mission to provide as many good quality homes as possible that are affordable for ordinary Londoners. As independent social businesses, they plough all their profits back into building new homes, improving their existing housing stock, and delivering services to their residents and communities.*

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Current development at Caledonian Wharf, Greenwich. 4 apprentices on site. All Family Mosaic tenants. Good Luck to Jacob, Jamaine, Alex and Chi.



Alex "I enjoyed myself. I was fitting kitchen worktops with my supervisor Algis from Alpok Ltd on my first day".

Alex & Chi at their JBTCP inductions 1<sup>st</sup> February 2016.

Alex has joined as an apprentice carpenter and Chi as an apprentice electrician.



Chi "I have learnt so much in just my first day"



*The ever-growing shortfall of skilled tradespeople in this country is now a headline-grabbing issue and about time too – how will we build these thousands of new homes unless we have enough skilled tradespeople?*

*Yes, we have a skills shortage but let's remind ourselves how we got here.*

*The CITB estimates that 400,000 workers left the construction industry during the economic downturn, with a further 400,000 expected to retire over the next five to 10 years.*

*Take this alongside the number of apprenticeship starts in 2013 to 2014 – a lowly 16,000 – and the general bottoming out of apprenticeship numbers in the years following the downturn, and you have a perfect storm for a full-blown skills crisis.*

*An excerpt from an article in [Construction News Magazine](#)*

*by*

*Brian Berry, Chief Executive, [Federation of Master Builders](#)*



[Network Housing](#) were awarded the contract to develop Bronte and Fielding House, Kilburn, which will create 229 new architect-designed apartments.

The South Kilburn Site currently has the highest concentration of JBT apprentices on one programme.

We were contacted by Natalie Rose from Network Housing in July 2015 to see if we could develop the careers of a number of their clients.

We currently have 9 apprentices / trainees on site in plumbing, electrical installation, carpentry, painting & decorating, quantity surveying, design management and logistics.



*Picture from Network Stadium's Community Magazine Winter 2015 "[Neighbourhood Life](#)" in which they talk to the individual apprentices.*

Special thanks go to Zarina Khalid (Project Manager) and Jonathan Buck (Assistant Project Manager) from Network Housing for the implementation of the contract and their invaluable help getting the programme off the ground.

Jonathan Buck for the introduction of candidates and taking a keen interest in their progression.

Whilst Network Housing are the client, [United Living](#) are the main contractor.

We would like to thank Bob Jenkins (Project Manager), Mike Ackers (Operations Manager) and Magdalena Budkowska for putting in the time and effort to ensure the well being and progression of all candidates. Thank-you so much for the excellent level of co-operation and support.





## Ma Grumble says

Well it is a new year. Am I in a better mood? Read on...

Let's talk Jezza. I love Jezza, no not Corbyn, I mean Kyle. I don't mind Corbyn by the way.

Watching the Jeremy Kyle show is a guilty, weekend TV catch-up, pleasure, but one well worth having. In some cases, extreme versions of struggling Joe Public are on the show, but struggling Joe Public nevertheless.

Imagine my surprise when one of our apprentices turned up, something about proving he had not cheated on his girlfriend with a named woman, which the lie detector proved he had not, Unfortunately for him, it was revealed that he had cheated with someone else.

Aside from these often attention seeking topics, this is a rich ground to try and understand what it is like to be unemployed, unemployable, homeless, be in care, addicted to drugs / drinks, crime, facing prejudice because you are disabled or gay or the "wrong" colour or religion or ethnic background, all those social ills we attach to people feeling disadvantaged.

At JBT we have come across several difficult social issues, issues we have to be empathetic with, so no sitting in Ivory towers for us, and certainly no ticking boxes; you either deal with it or you fail.

JBT do not record ethnicity figures or any other figures that have nothing to do with the job in hand, as, we believe, we are just dealing with a person who wants a qualification and more importantly long term employment prospects. Yes, we do brag about it when we get women apprentices, but only because it is something to be encouraged.

Having said that, it is dissapointing to see [Stonewall's article](#) about their seminar to discuss LGBT (Lesbian/Bisexual/Gay/Transgendered) experiences, homophobia and inclusion in the construction industry

"More than 60% of LGBT employees working in the construction and property industry have experienced homophobia/biphobia/transphobia in the past year, a figure which rises to over 80% for those who work on construction sites. Less than half trust their line managers to handle sexual orientation issues, and just one in ten would recommend the construction industry to other LGBT colleagues.

These were just some of the facts thrown up by a ground-breaking investigation into the experiences of LGBT employees in the construction industry, led by trade publications [Architects' Journal](#), [Construction News](#) and [New Civil Engineer](#)."

Given the above statistics, no, I am not in a better mood,

However

If this image was replicated everywhere I might become less grumpy.

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*A thousand builders at construction sites across London laced up for equality as part of Stonewall's Rainbow Laces campaign, with Lend Lease operatives around the UK also showing their support.*

*The company also used our NoBystanders campaign materials to run popular "toolbox talks" on each site, focusing on workplace bullying and discrimination. Lend Lease told us the campaign went down "extremely well" and had received a "fantastic response from both LGBT and non-LGBT workers"*

*Extract from article on [Stonewall's website](#).*

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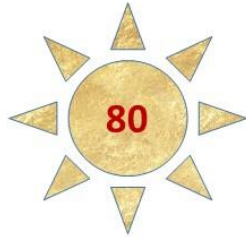


Stonewall's Rainbow Laces campaign, with Lend Lease operatives

## Programme Status

*If you know of a young person who has overcome disadvantages to successfully train, and or gain, employment in the construction industry, watch this space.*

*Application details for Youthbuild UK, The Young Builder of the Year Awards 2016 will be announced soon.*



**JBT**  
JOE BRENNAN  
TRAINING

### JBT Construction Programme

Trainee Status  
Sep 13 to Dec 15

