

A photograph of several students in school uniforms sitting in red seats in a lecture hall or auditorium. They are looking towards the right side of the frame, some holding papers. A large dark grey diagonal shape is overlaid on the left side of the image, containing text and logos.

BMS

CASE STUDY

Building My Skills

ESH ADDED VALUE 

Building My Skills has allowed Esh Construction to engage with over 11,000 Key Stage 3 and 4 (KS3/ KS4) students from 80 secondary schools across the regions where we operate.

Building My Skills provides free access to high quality, impartial careers guidance to bridge the skills gap, remove sector clichés, promote the construction sector, support the future workforce and empower staff to engage in their local communities.

Societal, Environmental and Business Benefits

School Specific

- Partner with 80 educational establishments
- Provide 52,000 business student engagement hours
- Deliver over 400 sessions
- 84% of teachers rated the quality of delivery excellent

Student Specific

- Engage with over 11,000 students
- Ensure each student experiences 5 different business sectors
- Ensure each meet 5 different employers
- Offer over 1,200 students mock interviews
- 68% found the content of sessions valuable
- 74% agreed businesses provided high-quality advice
- 70% agree they have an increased awareness of careers available
- 50% are now considering a career in a different area
- 80% agree BMS improves their employability skills and career prospects

Business Specific

- Partner with over 100 businesses
- Engage with 30+ sectors
- Provides personal development opportunities for employees
- Practice responsible business and deliver social value
- Showcase sector, address skills gaps and develops the workforce of the future

Esh Group Specific

This partnership has allowed Esh Group to:

- Fulfil contractual obligations by supporting communities in which we operate
- Increase supply chain engagement and build closer working relationships
- Build new and galvanise existing relationships with businesses outside the construction sector
- Provide personal development opportunities for Esh Group staff through session delivery and increase team morale
- Become a responsible construction business
- Recruit young talent, faster, more effectively and more cost effective
- Document a powerful case study used in Pre-Qualification/Tenders/Procurement
- Promote a career in construction



Programme Overview

According to research 1 in 4 UK jobs go unfilled this is caused by the widening skills crisis as up to 75% of school leavers lack essential job skills for the workplace or without fully considering their career options. At the same time schools have difficulty in delivering 'real' experience of the world of work, effective careers advice and raising aspirations. The absence of independent career advice and an uncertainty of career aspirations can bring detrimental economic disadvantages.

To address this issue, Esh Group manage, coordinate and deliver Building My Skills – a free yearlong employability programme – which provides students in years 9 and above with a rounded introduction to the world of work, imparting transferable skills through timetabled business engagement sessions.

Regional Coverage

2016/17	Schools	Students	Engagement Hours	Business Partners
Nationally	80	11,000+	52,000+	100+
Scotland	11	1,400+	7,800+	18
Barrow and Cumbria	10	1,100+	5,900+	12
Yorkshire and the Humber	19	2,100+	11,500+	28
North East and Teesside	38	5,000+	27,000+	60

We partner with schools for an academic year, working with an entire year group. All students receive 5 x 1 hour guidance sessions delivered by a different business guest who provides insight into their world of work, valuable employability skills, their career path and supports the completion of checkpoints – components of their 'employability portfolio'.

Students who complete all checkpoints are offered a mock interview, in turn promising employment opportunities such as apprenticeships, work experience and site visits.

“The programme is an excellent way to incorporate employer encounters into the curriculum as well as focusing on key employability skills through sessions with developed aims and outcomes that allow students to progress.”

– Leanne Johnston, Assistant Head teacher,
King Edward VI School, Morpeth.

