

NCH Positive Action and Job Creation Initiatives

Work Experience

Initiatives include:

- A total of 89 work experience placements in the last year - 75 short term work experience placements (1-2 week blocks) plus 14 long term placements (1-2 days per week over several months) from September 08 to October 09.
- Monitoring representation in schools and targeting inner city schools with high numbers of BME students and female only schools to engage in construction based work experience were both BME and females are under-represented.
- Working in partnership with schools delivering 14-19 year old construction diploma to provide work experience for longer term placements to enable students to achieve a qualification.
- Going forward the aim is to undertake 100% inner city work experience placements and place some further emphasis on non construction work experience placements.
- Tap the Gap – a positive action programme offering talented city school leavers from the BME community, “Looked After” or with disabilities the opportunity to gain 2-4 weeks voluntary work experience during the summer holidays is also being explored for 2010.

Community support group visits e.g. BEST – Broxtowe Education, Skills and Training

Outreach Work For Apprenticeship Recruitment

Recruitment Targets for Apprenticeships are set with the Chief Executive annually and 2009/10 saw aspiring targets of 40% BME representation on Apprenticeships. September 2009/10 intake Apprenticeships are made up of 100% inner city individuals as follows:

- Business Administration Apprentices – 10 trainees – 50% BME / 40% female.

- Construction Apprentices – 14 trainees – 21% BME / 14% female (above national average of 3.3% for BME employees in construction).
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- Recruitment targets are monitored for out Construction Partners under the 1 in a Million Scheme and this also includes data on post code, ethnicity, age, gender, disability.

Examples of outreach work undertaken includes:

- Entry to Employment (job application and interview technique) sessions to outline the recruitment process and train on interview skills.
- School visits
- Job Centre Plus – BME forum
- Connexions BME and Disability Forums
- Remploy – disability recruitment agency
- Careers Fares
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