

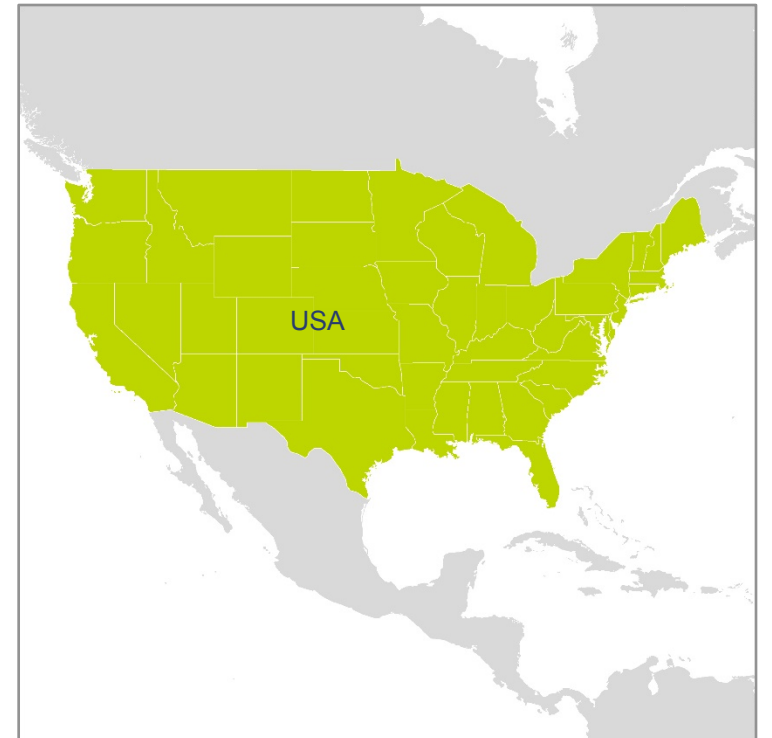


Introducing Skanska UK

Name: Mo Perkins
Title: Technical Services Director

**We
build
for a
better
society.**

- **Founded 1887 in Sweden**
- **International business since 1897**
- **Quoted on the Nasdaq Stockholm**



**We work in
selected markets**

Revenue by geographic areas

Nordic countries **42%** Europe **22%** North America **36%**

Our purpose:

We build for a better society



Our values:



Attracting Diverse Talent

Not in employment,
education or training
(NEETS)

Returning from
a career break

Changing career

Direct from education

Experience Skanska

- Unemployed
- Workless graduates
- Disabled candidates
- Ex-offenders
- Early service leavers (Military)

- Carers
- Parents
- Long-term illness

- Military
- Out of sector

- School
- College
- University

Experience Skanska Programmes

Bring your difference

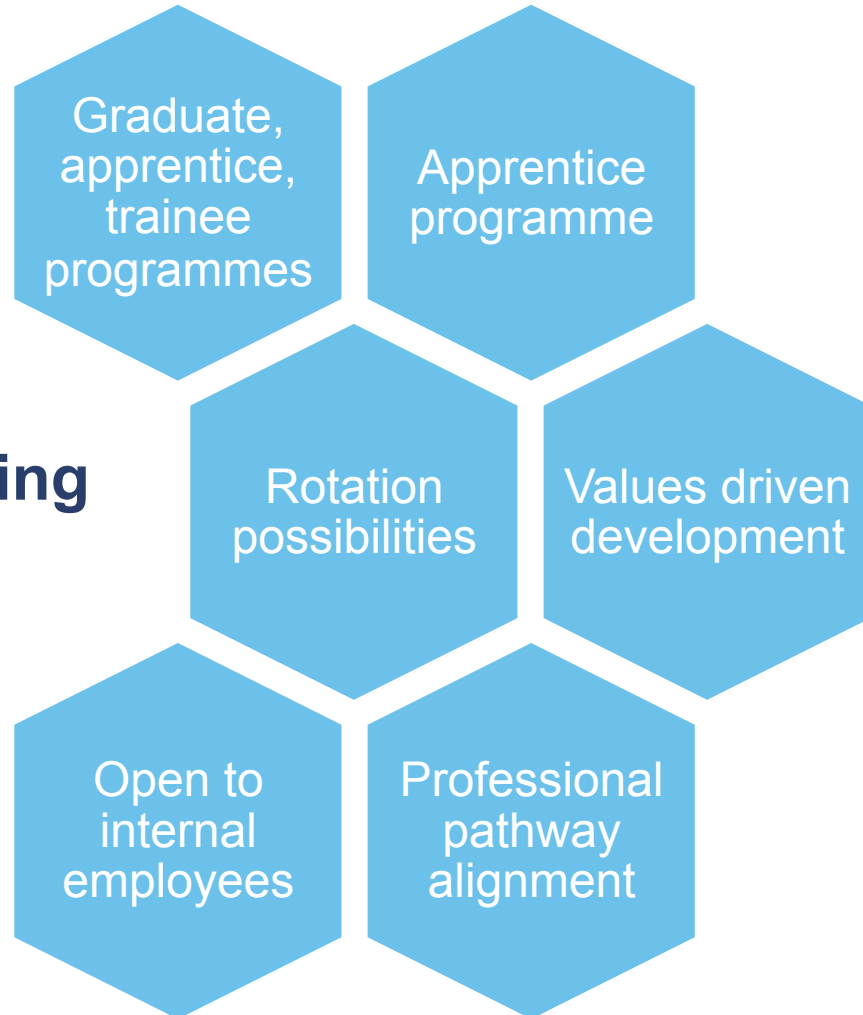


Return to work programme



Experience Skanska Programmes

Emerging Talent



NEETs programme

(not in education, employment or training)



Somerset Highways Care Leaver Programme

- Contract commenced 1st April 2017
- 4th iteration of the highways maintenance contract in Somerset which draws in the Social Value Act 2012
- Commitments made in the contract to promote and support objectives that enhances the local economy through such things as the provision of employment opportunities and skills development
- Builds on a collaborative relationship dating back to 1996

Somerset Highways Care Leaver Programme

- Engagement programme created in 2017 Q3
- Consultation with SCC Social Services into early 2018
- Candidate Selection took place during early 2018
- Underlying intention is that of workplace introduction and education in employment life skills
- Mentors:
 - Volunteers taken from local management teams
 - Upskilling requirement met through a number of workshops
 - Suitability of individual is critical in achieving success from the programme

SKANSKA

Somerset Care Leavers programme

Purpose

To work with Somerset County Council to provide supported work experience placements for care leavers aged 18 and older within Skanska Infrastructure Services.

Programme Structure

Week 1 **Insight Day**
 The purpose of the insight day is to provide the care leavers with an overview of Skanska and the opportunity we are offering. The day would include:

- Company Presentation
- Overview of roles within the business
- 'Speed dating' meet & greet with the project team

1-week pre-employment course

Week 2
 The purpose of the pre-employment course is to build up the 'work-readiness' of the careleavers and provide them with a comprehensive understanding of Skanska and our values. The core components of the course will include:

- Day 1 - Skanska Induction & company overview including code of conduct
- Day 2 - Introduction to Infrastructure services including a depot/ site tour
- Day 3 - IFE training & Fairness, inclusion & respect workshop
- Day 4 - Group activity "Stem day"
- Day 5 - Placement overview and allocation

6 week work experience placement

Week 3-8
 The work experience will consist of 1-2 day per week over a 6 week period. The project will initially take 1 care leavers at a time with a view to potentially increase to 2. The placements will include the following elements:

- Mentor/buddy - separate to line manager
- Job shadowing across depot and potentially out on site
- Volunteering/team build activity with the site
- Independent task- to be identified and tailored to the capability of the care leaver

Post-placement review workshop

Week 9
 Following successful completion of the 6-week placement, the careleavers will be invited to a review/workshop to get feedback on their experiences. The purpose of the workshop will also prepare the care leavers for potential next steps as follows:

- How to incorporate the placement experience into CV's
- Interview skills and techniques
- Opportunity to apply for Skanska NEETs programme and/or other apprenticeship opportunities

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Somerset Highways Care Leaver Programme

- Detailed programme created in consultation with case workers
- Commenced with an insight day before moving to mentor introductions and confirmation of desire to progress



Skanska Infrastructure Services Work Experience Programme - March 2018

**please note that some parts of this programme is subject to change

What	Date	Venue	Hours	Details
Mentor Training	Thursday 15th Mar	Glazonbury Depot, Wells Road, Glazonbury, Somerset, BA6 9AS	9:30am - 12pm	Inhouse training to be conducted
Insight Day	Mon 12th Mar	Somerset Energy Innovation Centre, Woodlands Court, Business Park, Bristol Road, Bridgwater, TA6 4EJ	10am - 3pm	10:00 - Welcome & Housekeeping (F&I) (Ice Breaker session (AW&B)) Overview of Skanska and Values (AW&B) Overview of Skanska Structure (BUS, OUs, IS Contracts) (AW&B) 11:00 - Meet the mentors - 5 questions 12:00 - LUNCH 12:45 - Overview of programme structure (F&I) 1:15 - The Windmill Challenge (AW & B) 2:30 - Round up and close
Engagement Week 1	Mon 26th Mar	Priorwood Depot, Transport House, Crowne Industrial Estate, Priorwood, Taunton, TA2 8DY	10am - 3pm	10:00 - Welcome to the engagement week 10:30 - Welcome by John Wellissaid 10:50 - Somerset Contract Induction 11:30 - BREAK (15 mins) 11:45 - Environments 12:45 - 1:45: LUNCH 1:45 - Talk from Workshops Apprentice 2:15 - Case Rescue Activity 2:45 - Day round up 3:00 - Close
	Wed 28th Mar	Priorwood Depot, Transport House, Crowne Industrial Estate, Priorwood, Taunton, TA2 8DY	10am - 3pm	10:00 - Welcome - feedback from day 1 10:15 - Pothole Mapping Exercise 11:30 - BREAK (15 mins) 11:45 discussion on NEETS and Apprenticeships? 12:45 - LUNCH (1 hour) 1:45 - Build a Bridge Exercise 2:45 - Day round up 3:00 - Close
Engagement Week 2	Tues 3rd Apr	Glazonbury Depot, Wells Road, Glazonbury, Somerset, BA6 9AS	10am - 3pm	10:00 - Welcome - feedback from week 1 10:15 - recap of health and safety & PPE - Depot/Workshop Visit Inc. Charge and Site Agents/Foreman/Workshop Apprentice 11:30 - BREAK (15 mins) 11:45 - Talk from Site Agents and Operative 12:45 - LUNCH (1 hour) 1:45 - H&S talk and Group Exercise 2:45 - Day round up 3:00 - Close
	Thurs 5th Apr	Glazonbury Depot, Wells Road, Glazonbury, Somerset, BA6 9AS	10am - 3pm	10:00 - Welcome - feedback from day 3 10:45 - Interview skills and CV training 11:30 - BREAK (15 mins) 11:15 - 1-2-1 with mentor 12:15 - LUNCH (1 hour) (review of candidates) 1:00 - 2x 1/2 hour Interviews 2:15 - Feedback (1-2-1 with mentor)

What	Date	Venue	Hours	Details
Pre-Start Meeting with Case Worker	w/c 9th April	TBC		Meeting with Young Person Case Worker to understand any specific requirements of young person
Placement week 1	w/c 16th April	Depot TBC based on Young Persons location	9am - 4:30pm	9am - meet and greet with assigned mentor to discuss plan for the 6 weeks and aspirations 10am - meet with line manager/senior member of team 10:30 - Site induction 10:45 - 12:30 - LUNCH (1 hour) 1:30 - Tour of office/hour of deployment and greet people 2:30 - work in specified area 4:30 - Meet with mentor and finish
Placement week 2	w/c 23rd April	Depot TBC based on Young Persons location	9am - 4:30pm	9am - meet with mentor 09:30-4:00 Site Agents/Depot Work Experience Day 4:00 - Meet with mentor and finish
Placement week 3	w/c 30th April	Depot TBC based on Young Persons location	9am - 4:30pm	9am - meet with mentor 09:30-4:00 Design Team Work Experience Day 4:00 - Meet with mentor and finish
Placement week 4	w/c 7th May	Depot TBC based on Young Persons location	9am - 4:30pm	9am - meet with mentor 09:30-4:00 Small Improvements Schemes Team Day 4:30 - Meet with mentor and finish
Placement week 5	w/c 14th May	Depot TBC based on Young Persons location	9am - 4:30pm	9am - meet with mentor 09:30-4:00 - Specific day for Young Person's Interest area 4:30 - Meet with mentor and finish
Placement week 6	w/c 28th May	Depot TBC based on Young Persons location	9am - 4:30pm	9am - meet with mentor 09:30-4:00 - Specific day for Young Person's Interest area 4:30 - Meet with mentor and finish
Feedback Workshop & Internal Lessons Learnt	w/c 4th June	Glazonbury or Priorwood	Young Persons: 10:00-12:00 Internal - 12:00-14:00	General discussion around how the work placement programme has been, things that were well, things that could be improved, what to change for next time, review of initial candidates, review of 6 week placement candidate, feedback from Social Services, feedback from candidate, Support young person with potential applications, add information to CV.

Somerset Highways Care Leaver programme - **learning**

- Pre start vetting for candidates proved important
- Do not underestimate the commitment required by the mentors
- Take care not to raise expectations that employment will be a given result at the end of the programme
- Programme must stimulate interest throughout its duration
- Understanding that we are not necessarily natural social carers

Somerset Highways Care Leavers - **successes**

- One young person joined the Skanska workforce as a Highways apprentice shortly after the programme
- One young person joined Somerset CC as an apprentice Technician shortly after the programme completed
- Both young people are progressing well in their employment
- Results in a reduced burden for the Caring for Young Persons budget
- Scheme will be refined and run again in 2019.




Thank you

Workshop Questions

1. What are you doing to fill the skills, capabilities and resource gap?
2. What more can we all as individual organisations do?

More information

 www.skanska.co.uk

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 [skanska](https://www.linkedin.com/company/skanska)