







\*\*\*\*\* WINNER OF **FE COLLEGE OF THE YEAR 2018** \*\*\*\*\*

\*\*\*\*\* JUDGED **OUTSTANDING** BY OFSTED \*\*\*\*\*

### WELCOME TO ETC

CETC is a new Civil Engineering Training Centre based in Hampshire, which offers a unique and industry-focussed apprenticeship programme to train the next generation of civil engineers and groundworkers.

The Centre was established in 2017 in response to a county-wide skills shortage believed to be hindering civil engineering growth and expansion in the south of England.

To tackle the problem head-on, a group of local civil engineering employers set up a forum in conjunction with Fareham College to create a training programme that would address these issues, support the construction industry across the region and create more jobs and opportunities for skilled groundworkers.

The result of this collaboration was the design and development of a purpose-built two-acre mock construction site on the Daedalus Airfield, close to Fareham College's existing CEMAST campus, dedicated to the delivery of a specialist Civil Engineering & Groundworks Apprenticeship.



CETC is designed to provide a realistic groundworks and civil engineering training environment and is fully equipped with the machinery, tools, materials and resources needed to ensure all apprentices develop work-ready skills and complete the relevant licences needed to work successfully on-site.



### AN AWARD-WINNING TRAINING FACILITY

The approach CETC is taking to deliver pioneering training and address economically-dependent skills shortages has been nationally recognised in the press, and even cited by Prime Minister Theresa May in Parliament.

The Centre won another huge accolade in March 2018 when it was judged 'Apprentice Initiative of the Year' at the prestigious Construction Excellence SECBE Awards. The award highlighted the innovative nature of the Centre and the importance of the apprenticeships it delivers in developing a sustainable workforce and equipping apprentices with skills, knowledge and confidence.



# THE FUTURE OF CIVIL ENGINEERING & GROUNDWORKS





# THE CIVIL ENGINEERING & GROUNDWORKS APPRENTICESHIP (CEGA)

If you want a career in construction and have energy and enthusiasm, the Solent Civil Engineering & Groundworks Apprenticeship will provide the training you need to get a job working on commercial or industrial building sites, and pay you at the same time.

The Apprenticeship has been designed to help you develop the skills needed to work on a variety of construction sites, gain the licences you need to work safely and competently and gain a nationally-recognised qualification so you can progress in your career and have the best earning potential.

The CEGA programme is also an ideal option if you're already working on-site and want to develop your skills so you can move up the ranks to be a site supervisor or manager.

### HOW IS THE PROGRAMME DELIVERED?

The Apprenticeship lasts for 18 months, although it may be possible to complete the qualification in one year, and starts with an intensive 20-week training programme at CETC.

The first seven weeks of training will be a probationary period, during which you must show your commitment to the programme and to learning the skills you will need to work safely and effectively on site. If you have successfully completed your probation, you will proceed to complete the remaining 13 weeks of training at CETC.

You will then spend the rest of the Apprenticeship in full time employment with one of our partner construction companies, where you will be allocated a mentor to provide training and support while you

work. You will also receive regular visits from a CETC Assessor who will check your progress and provide additional guidance.

### WHAT WILL I GAIN FROM CEGA?

As part of the Apprenticeship, you will complete the following certifications and licences\* which are essential to allow you to work on a construction site:

- Apprentice CSCS card
- CPCS cards forward tipping dumper and ride-on roller
- ☑ Abrasive wheels certification
- Manual handling certification
- CAT and Genny training
- Vehicle marshalling training
- Asbestosis awareness

\*If you already have some of these licences, your training will be tailored so you gain the ones you are missing

The training you receive will cover the following areas:

- ✓ Safe working with construction plant and machinery
- ✓ Functional Skills English and Maths
- Understanding technical drawings and plans
- ✓ Using surveying and levelling equipment

- ✓ Designing and installing temporary works
- ✓ Laying foundations for construction work
- Making and using concrete types
- ✓ Understanding various stone types and their uses
- ✓ Understanding and laying domestic drainage
- ✓ Installing edgings, kerbs and concrete finishes
- Laying paving slabs and block paving
- Safely working around existing services and surrounding environments
- ☑ Basic brickwork and installing steel fixings

On completion of the Apprenticeship, you will have gained an NVQ Level 2 in Construction Operations. This qualification is official recognition that you have the knowledge and skills needed to work in civil engineering and groundworks, and is a firm basis for you to progress your career in this area of construction.

### WHERE COULD IT TAKE ME?

The skills of qualified civil engineers and groundworkers are highly sought after to support construction projects and infrastructure development across many different sectors. On completion of the Apprenticeship you can find employment in areas including:

- Roads and highways
- Railways
- Residential housing
- ✓ Public sector builds
- ✓ Commercial and industrial builds
- Specialist establishment builds within the defence military, aviation and marine sectors
- ✓ Private builds

Gaining an Apprenticeship means that you will have the opportunity to progress your career in the future too. With hard work and dedication you can pursue roles including Site Supervisor, Site Foreman or Contracts Manager.

If you take your training further, you could even move towards a more technical role in engineering or commercial areas, such as surveying or project management.

### WHAT ARE THE BENEFITS?

The CEGA Apprenticeship provides excellent benefits and guarantees you interviews for full time employment. Trained groundworkers and civil engineers can earn competitive salaries, so this could be your first step to a very successful career path.

Support to gain necessary entry

requirements: You should be physically fit, possess a positive attitude, reliability and an enthusiastic approach to teamwork. If you need support to develop your functional skills, the option of a Traineeship could be provided. A Traineeship lasts for a minimum of six weeks and will help you to gain the core skills and level of English and Maths needed to progress on to the full Apprenticeship – and you still gain work experience at the same time.

**Travel support:** As the construction companies who offer this Apprenticeship have sites all over Hampshire, a daily travel allowance will be provided so you can get to CETC easily.

**Getting paid:** The amount you get paid will vary depending on your age, but the pay you will receive on this Apprenticeship is much higher than those in different industries.

CEGA Rates of Pay per week	Under 18	Over 18
Training Rate	£200	£280
Site Rate	£280	£360

Rates of pay are based on a 40 hour working week.

Bonuses of up to £1,600 are also available for full completion of all qualifications during the CETC training period and for holding a full valid driving licence when moving from CETC training to site work.

### ADDITIONAL COURSES THAT WE CAN OFFER YOUR EMPLOYEES

- Test and inspection of plant machinery
- Leadership and Management for the Construction Sector
- Construction Site Supervision
- ☑ Construction Site Management
- New Roads and Street Works: Operatives
- ✓ New Roads and Street Works: Supervisors
- ✓ Plant NVQs A31 and A09

Our apprenticeship programme continues to develop as requirements within the sector evolve — ensuring we are equipped to train the next generation of civil engineers and groundworkers to the highest level.

If you have any questions relating to our range of courses, or would like to apply for the Civil Engineering and Groundworks Apprenticeship, please contact us at info@fareham.ac.uk, visit www.cetc.ac.uk or call 01329 815 229.



#### **CASE STUDIES**

### Matt Thomas Contracts Manager at Blanchard Wells Ltd

Matt Thomas talks about his 23 year-career, progressing through a range of roles in the industry, and the opportunities that are available to groundworkers with the right qualifications ...

"I started off working as a labourer when I left school and over time, through hard work and gaining as much knowledge as possible, I was given the opportunity to become a Site Foreman and run my own job. I was successful in this role, so then progressed to be a Site Manager for large sites, before being promoted to Contracts Manager, where I now manage up to 150 men.

Gaining ongoing knowledge and undertaking as much training as possible will help you go far in this industry. I have completed a range of training courses including: NVQ L3 Works Supervisor, NVQ L2 Plant Operations, NVQ L2 Construction & Civil Engineering Services, NVQ L4 Supervising Lift, Streetworks Supervisor, First Aid at Work L3, Site Safety Plus SMSTS & Temporary Works, CSCS Gold Supervisors card, CPCS competent in Forward Tipping Dumper, Excavator 360 above/below 10 tonne, Ride on Roller, Lifting Operations & Crane Supervisor – this gives a flavour of the many opportunities that are on offer to develop new skills!

I have been involved in a range of different projects, working on houses, factories and multi-storey car park builds. Some really impressive jobs have included Dockgate 4, the new terminal for ABP, and Edenbrook Leisure Centre, which involved putting in the substructure for three swimming pools and completing all the finishing.

I would highly recommend a groundwork Apprenticeship for those interested in a career in construction. It is an interesting job with daily challenges — seeing a project evolve from a greenfield site to a fully constructed building is really rewarding, and there are plenty of opportunities to better yourself if you show the right dedication and commitment."

### Gary Brighton Groundworks Foreman at Aeroparks Development

Site Foreman Gary Brighton describes how training as a ground worker has enabled him to progress his career in construction ...

"I have always liked physical jobs I can get stuck in to — I'm not the sort of person who likes to sit behind a desk. I enjoy making things and being outside, so construction seemed the way forward for me. I started working at Aeropark as a labourer and didn't have a huge amount of experience to begin with. After working and learning on the job for a while, I knew that this was definitely the career for me so I continued working hard to improve and learn new skills.

Over time, my foreman could see I was capable of doing many of the jobs on my own so I took on more responsibility and was soon training other members of the team. I continued to gain all the necessary plant tickets needed to work on site such as CSCS and CPCS and undertook excavator, dumper, roller, confined spaces and street works training, as well as completing an NVQ in Groundwork. Gradually, through shadowing my Foreman, I started taking on more supervisory duties which included how to run a job and coordinate other workers, and I went on to complete a Site Supervisors Safety Training course (SSSTS).

I progressed on to manage my own site and have been doing so ever since, directing up to 14 men at a time. I get so much pride out of working as part of a team; completing a project such as building a home for someone to live in is really rewarding and to be part managing that process is a huge achievement. Becoming a groundworker is definitely your ticket to many future opportunities."



### James Wannell Ground worker/CE Operative at Knights Brown

"I decided to undertake a civil engineering and groundworks Apprenticeship to gain industry experience and develop my skills. I work as part of the site team, but I would like to progress and eventually become the site supervisor. If you want to work outside, are good with your hands and keen to develop yourself, then I would highly recommend the civil engineering and groundworks Apprenticeship. Through doing this Apprenticeship and the guidance and mentoring I have received I have become more confident in the workplace and I am developing into a better groundworker."

### Tom Allen-Jones Groundwork Apprentice at John Reilly Civil Engineering Ltd

"I previously worked with my Father carrying out groundworks and as I enjoy working outside I decided to undertake the civil engineering and groundworks Apprenticeship. Since embarking on the Apprenticeship my knowledge and skills have improved and it has provided me with experience to help me to progress within the business to the next level."

## ARE YOU READY FOR THE CHALLENGE? APPLY NOW!

Places on the Civil Engineering & Groundworks Apprenticeship are in high demand so you must be willing to demonstrate your commitment to training for a career in the construction industry.

### WHAT HAPPENS WHEN I APPLY?

Courses start throughout the year. You can register your interest by completing the online application form at www.cetc.ac.uk

Once you have applied, you will be invited to an initial interview with a Careers Centre Advisor at Fareham College where we will explain more about the programme and whether it is right for you — you must bring ID to this meeting.

All Apprenticeship programmes require you to have a Maths and English qualification at level 1 or above. At your interview, you will be asked to complete a Maths and English exercise – this will allow us to judge your current level and decide if you need any additional training. Don't worry if you don't have the necessary Maths and English qualifications needed when you come for your interview, as it won't prevent you from being accepted on the Apprenticeship. However, you will be required to work towards these qualifications during your training – there is lots of support available to help you achieve the grades you need.

Once you have successfully passed this stage, we will match you to a suitable employer and you will have a further interview with them.

If you are successful you will be offered a place, and we will provide further details about your start date and the kit you will need.

If you have any questions or would like to apply for the Civil Engineering and Groundworks Apprenticeship, please contact us at info@fareham.ac.uk, visit www.cetc.ac.uk or call 01329 815 229.



### **BECOME** PART OF THE SOLENT CIVIL **ENGINEERING PARTNERSHIP**

#### Are you a civil engineering or construction company?

Join the Civil Engineering Partnership and be part of an award-winning initiative to drive the future of the industry forward, and gain the talented groundworkers you need to support the growth of your business.

#### There are a number of benefits to joining the Group:

- Develop the future curriculum, provision and suitability of construction skills training
- Build a positive image about the opportunities available to young people pursuing careers in construction
- Upskill and reskill existing members of staff
- Inject fresh perspectives and energy into your business through employing committed, enthusiastic and site-ready apprentices

Contact us at 01329 815 200 to find out more about joining us and shaping the future of the civil engineering and groundworks industry in the South.

#### OUR PARTNERS









#### **OUR EMPLOYERS**

Apprentices on the Civil Engineering & Groundwork Apprenticeship programme will gain employment opportunities with some of the area's leading construction employers, all who are involved in exciting and influential development projects across the region.







































### BUILDING FUTURE CAREERS



#### Fareham College

Bishopsfield Road Fareham Hampshire PO14 1NH

#### **CEMAST**

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#### CETC

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