

Selection Event Construction

Time	Topic
	Registration and Coffee
	Welcome and Introduction
	Health and Safety and Domestic Arrangements

Session 1	
	<p>Overview of Day</p> <p>Purpose:</p> <ul style="list-style-type: none"> - Provide unemployed people with "work / industrial" experience in a training environment and the opportunity to visit local construction sites - Create a 'pool' of new skilled employees for local construction employers - Provide trainees with skills training that meets an identified skills gap in the local market place - Provide trainees with the opportunity to develop practical skills to enhance their employability - Provide trainees with the opportunity to build a portfolio while gaining transferable skills - Provide trainees with the opportunity to gain a job interview with contractors. <p>Briefing:</p> <p>‘About the Construction Industry.’</p> <p>Working on site</p> <p>Construction operatives (also known as building operatives or groundworkers) work on the construction of houses, factories, offices, roads, bridges, airports and many other structures. They prepare the site for building, setting-out and excavations for foundations and drains, erecting hoardings, safety signs, barriers and site huts. They also prepare building materials such as concrete, mortar and plaster. Other work can include transporting, stacking and removing materials, assisting in laying drainage pipes and constructing manholes and inspection chambers.</p>

Typical work areas include:

Formworkers – erect and dismantle temporary wooden or metal structures used as moulds for 'green' concrete.

Steelfixers - fabricate and fix rebar for reinforced concrete structures.

Concreters – place, compact and finish concrete for foundations, floors columns and beams.

Piling operatives - insert and remove interlocking steel sheets which form temporary retaining walls for excavation. Also, System piling used in conjunction with foundation works.

Drainage operatives – manoeuvre and connect pipes into place to form drainage networks.

Roadworkers – place concrete, lay kerbs, paving and surfacing.

Construction **operatives** use a variety of hand and power tools* including mechanical mixers*. They may also use plant equipment*, particularly for the movement of loads. Construction operatives usually work closely with other trades, such as bricklayers, carpenters, plumbers etc. as part of a team or "gang".

*Appropriate training and certification must be gained.

Working Conditions

Construction operatives work a basic 39-hour week, often starting early in the morning. Overtime is required when deadlines need to be met. Seasonal work is quite common and working away from home for short and long periods may be necessary.

Construction operatives work inside and outside in all weathers and often at heights. Protective clothing such as safety helmets high visibility vests, gloves, ear defenders, goggles and boots are worn for most jobs. The work can be physically demanding, and involves using a range of tools and moving materials and equipment.

Construction operatives:

- are familiar with building or civil engineering terms, methods and materials
- have good practical ability
- are able to follow written and verbal instructions
- work at heights
- work outside and in all weathers
- work individually or as part of a team
- are aware of health and safety issues

- read drawings and obtain basic information from them
- measure distances and mark out accurately

Entry

There are no set entry requirements, but GCSE/S grades in maths, English and design and technology or equivalent vocational qualifications such as a Foundation/Intermediate GNVQ/GSVQs in Construction and the Built Environment may be helpful.

Other entry-level awards include City & Guilds Basic Construction Skills (6051), BTEC First Diploma in Construction and Construction Industry Training Board Foundation Award (Construction Crafts).

If working with plant machinery, you will need to be 18 or over and a driving licence may be required.

To gain entry to an apprenticeship or training scheme, you may have to pass a selection test.

All site-based personnel must take and pass the 'health and safety touch screen test' to obtain their CSCS card. This is needed to access construction sites.

Training

Training is normally provided on the job with day or block release at local colleges or training providers leading to NVQ/SVQ qualifications. You work towards NVQs/SVQs in Construction and Civil Engineering Services (Construction Operations) levels 1 and 2.

Options include:

Concreting operations

Drainage construction

Kerb and channel laying

Excavation operations

Reinstatement surfaces and pavements.

A three-year Construction Apprenticeship Scheme (CAS) is open to people aged between 16-25. You are registered by an employer and earn a wage while following a structured training programme.

New Deal schemes may be available for people who have been unemployed for six months or more. These provide an allowance and training and can lead to a job and further training through ConstructionSkills, or a company or private training provider. Contact your local Jobcentre Plus for details.

Foundation and Advanced Modern Apprenticeships (MAPPs) may be available for people aged 16-24.

	<p>For details see: MAPPs (England); Skillseekers MAPPs (Scotland); National Traineeships MAPPs (Wales); and MAPPs (Northern Ireland).</p> <p>Opportunities Construction operatives work for building or civil engineering contractors, local authorities and other public organisations. Contractors tend to use temporary staff or self-employed operatives rather than offer permanent jobs. There are opportunities overseas in contract work.</p> <p>It is possible for operatives to progress to technician level or to become supervisors, and to move into specialised areas of work.</p> <p>Salaries Figures are intended as a guideline only. The Building and Allied Trades Joint Industrial Council (BATJIC) agrees minimum wage rates annually.</p> <p>Trainee operatives earn up to £12,500 a year. With qualifications, operatives earn around £16,500. Experienced construction operatives with additional responsibilities may earn up to £20,000 a year.</p> <p>Overtime and various allowances can significantly increase income. Those who are self-employed negotiate their own rates.</p> <p>Activities</p> <p>What happens after the Event</p>
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Session 2	
	<p>Literacy and Numeracy Diagnostic Assessments</p> <p>Using the standard tests from: http://www.toolslibrary.co.uk/</p> <p>ITC Checklist: Not required</p> <p>Practical Skills Assessments: Refer to questions in interview.</p>

Session 3

Interview

Questions and Answers (for the interview)

- Tell me what you know about the Construction Industry?
- What type of work do you enjoy doing?
- Can you get up early and arrive for work on time?
- Do you know anybody – friend or relative who works in the Industry?
- If so, what do they do?
- Do you get along with other people? Give me some examples.
- Can you accept instructions and get on with a task?
- Can you see a task through from beginning to end, without getting bored or losing your way?
- What work have you done to date?
- At school, what did you enjoy and why? (Crafts, woodwork etc.)
- What didn't you like at school and why?
- Are you an outdoor or indoor person?
- What sports do you like and play?
- Do you play computer games? Which ones? On a console or a P.C?
- Do you drive a car or ride a motorbike? Do you have a licence? Do you own a car or motor bike?
- How would you normally get to work? Own transport, public transport, a lift?
- How organised are you? At home, finances etc.
- How is your maths and English? Discuss
- What hobbies and interests do you have?
- What do you do in your spare time?
- What newspapers and magazines do you read?
- How do you feel about further training and learning?
- Does the Construction Industry interest you?
- What plans do you have? (For the next 6 months, 1 year, and 3 years.)
- Do you have any questions to ask me?

Session 4

Final Review

Next Steps

Questions and answers

Close

These materials have been developed by **ConstructionSkills** in conjunction with employers from the sector.