

Development advisers boost profitability

EMPLOYER SERVICES

KARA SEGEDIN

In the current economic climate thousands of construction firms are looking to become more streamlined and productive in an effort to boost profitability.

CITB-ConstructionSkills' Employer Services department works closely with employers throughout the country, adding value to businesses and helping them to meet this challenge.

Employer services director Mike Bialyj says a well trained and developed workforce helps firms identify their training needs and recruit young people through apprenticeship schemes.

"It's not training for the sake of it; it's about ensuring companies get the best out of staff, which means less risk, higher productivity and ultimately a more profitable company," he says.

Last year, its company development advisers made more than 12,000 visits to construction firms offering advice in business improvement, health and safety legislation, apprenticeships and grant funding. Mr Bialyj says the number of visits this year is expected to exceed 20,000.

In 2010, over 1,000 construction companies undertook a business and skills review with their development adviser, who identified skills gaps and development needs and helped firms find relevant support and training.

"Our advisers make sure firms have the right skills to benefit their business and give advice on what training and grants CITB-ConstructionSkills and other

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MIKE BIALYJ, CONSTRUCTIONSKILLS

funding bodies can provide. By working with employers in this way, we really can add value to a business," says Mr Bialyj.

Over the last three years, about 19,000 apprentices were directly recruited and supported by CITB-ConstructionSkills through the Employer Services department and a further 10,000 received grant support.

The team recently launched a new programme called Experience Construction to help young people break into the industry. The programme takes young people who applied unsuccessfully for apprenticeships in

the past and links them with companies for work experience.

CITB-ConstructionSkills also offers a range of non-standard apprenticeships through the Specialist Apprenticeship Programmes. Since 2005, around 600 apprentices have taken part across a range of subjects from diamond drilling to road safety markings.

CITB-ConstructionSkills says that having a dedicated Employer Services Team is helping boost firms' bottom line and deliver the right skills locally and nationally.

To find out more about training opportunities and get contact details of a local CITB-ConstructionSkills office, visit www.cskills.org

Produced in collaboration with CITB-Construction Skills. For information about partnership opportunities with CN, contact maria.gonzales@emap.com



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