

<b>Project Title</b>	Construction Crafts and Management Skills for Women - 5.1/C/SY/5/103915
<b>Project Sponsor</b>	Glasgow Metropolitan College

**Project Aims and Objectives**  
 The overall aim of the project was to significantly reduce the level of exclusion of the target group through supporting access to training and employment opportunities offered by the construction industries. Beneficiaries also benefited from core skill development, work experience, receiving training allowances, childcare support and a comprehensive guidance package including job search.

The programme began with a week long induction and welcome session. Many of the participants had no post school training or education and this provided an opportunity to introduce them to College and student life. A dedicated Student Support Officer co-ordinated and supported the participants throughout that process. It was very important that the transition from unemployment to training was well rehearsed and supported.

Skills profiling was also undertaken at an early stage to determine the participant's entry level skills. This helped increase retention as many participants would have left the programme if they felt unable to cope. Similarly skills profiling helped ensure that the project provided the correct level of training and education for all with appropriate challenges which stretched the individual.

Activity was the cornerstone to this programme. By week 1 beneficiaries were straight into a workshop setting, participating in brickwork, painting and decorating or carpentry and joinery. Teambuilding played a big part in building confidence and developing an emotional support network throughout the course. As well as weekly activities in class, by week 5 beneficiaries had participated in one or more day's teambuilding at an outdoor centre. The Support Officer, teaching staff and Heads of Department all participated with the students which further developed relationship building and networking skills. Senior female staff and teaching staff in the Construction Department acted as role models for our women's groups.

At every point in the programme, the next step for the participants was explored. The Construction Sector and what it had to offer in terms of employment, the characteristics and culture of the sector was discussed. The College had a dedicated Careers Advisor who worked with the students to raise awareness of job opportunities and where to find them including key industry players in the sector such as the Construction Industry Training Board.

**Finance**

<b>Total Eligible Costs</b>	£370,541
<b>Total Grant</b>	£166,252
<b>Priority/Measure</b>	Objective 3 Programme 2000-06 - Priority 5: Positive Actions for Companies and Individuals. This measure aimed to address the balance in gender dominated occupations and to allow equal access to employment, training and income earning opportunities.

**Project Outcomes**  
 The project was been successful in meeting its targets in terms of numbers completing 87% and numbers achieving a qualification 88%.

A total of 76 individuals were given guidance through the project and 68 of these gained a qualification. 14 women went onto further education or training at the end of the, 25 found employment (two gained

apprenticeships and a further seven found employment in a field related to construction) and one entered self-employment as a painter and decorator.