



Changing the
face of
Construction

Women  into
Construction

Women into Construction (WiC)

- Independent not for profit organisation
- Works with contractors and clients
- Develops positive action programmes to promote opportunities for women in the construction industry in London, West Midlands, Essex and Cambridgeshire.



WIC Pathways delivery

Two strands:

Cambridgeshire

- Move into a new geographical area
- Develop a new type of partnership working, imbedding WIC within an employer

West Midlands

- Consolidate and develop our existing provision in the area, with a particular focus on hard to reach groups including care leavers and ex-offenders



Cambridge programme

- Partnership with homebuilder - Hill
- WIC member of staff embedded within Hill Cambridgeshire team and working directly with Hill and their supply chain to source opportunities for women in the area
- An opportunity for WIC to pilot extending our tried and tested methods of delivery in another area of the UK – demonstrating that these can be replicated

Advantages

- Expand WIC into Cambridgeshire area
- Option to place women into varied opportunities within Hill
- Door opened to work with Hill supply chain with full support from Hill



Cambridge Achievements to date

- Q1 – building relationships with local stakeholders and employers
- Q2 – official launch of the programme in September – focus on recruitment and training for women
- Achievements so far:
 - Successful first recruitment event with 15 women participating – 5 now in training, 2 completed placements with more planned
 - Second recruitment event this week
 - Good contractor engagement both within Hill and other construction companies in the area



Birmingham programme

- Consolidating and developing our existing programme of delivery within the West Midlands
- Developing partnerships with referral agencies, including care leavers and ex-offenders
- Developing relationships with new and existing construction projects, including HS2



Birmingham Achievements to date

- 64 women given advice and guidance and registered with WIC
- 22 women given construction related training
- 17 new contractors engaged
- 18 women moved into work-placements
- 14 women progressed into employment



Charlotte Stevens

Charlotte previously worked as a leisure assistant and came to WiC, wishing to make a career change.

She was interested in working outdoors and utilizing her observations skills.

Charlotte says; “Since I started my 4 week placement at AECOM through Women into Construction I had no idea how important ecology was in construction, or that it was a career path I would have ever chosen. Now it something that I have a genuine passion for .”





Questions?

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