



Clean Slate Cymru: South Wales 1 Ex-offenders into Construction Framework



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Introduction

This South Wales 1 Framework has been put together as part of a Construction Industry Training Board (CITB) funded BAM Nuttall project to support ex-offenders into employment within the construction industry. The purpose of this document is to look at the current challenges and opportunities for the construction industry in Cardiff and the Vale of Glamorgan. The aim of the 'Clean Slate Cymru' project is to delineate a clear pathway into construction employment for ex-offenders in Wales. Part of the project is to put together frameworks for each of the National Probation Services¹ regions of Wales. This document is the framework for the South Wales 1 region.

Tailored frameworks have been developed for five Welsh regions encompassing construction employers, offender management services (pre and post release), training and third sector organisations to delineate clear pathways through existing training, work experience and mentoring provision into construction employment, and identifying any gaps. The frameworks aim to reflect existing skills shortages and upcoming needs across Wales.



South Wales 1 is one of the National Probation Services five regions of Wales it is made up of two local authorities. They are Cardiff and the Vale of Glamorgan. The city and county of Cardiff is the largest urban area in Wales. Cardiff in South Wales is the most densely populated area of Wales with 2,565.50 people per square kilometre. The Vale of Glamorgan is more geographically diverse and consists of countryside, coastal communities, busy towns and rural villages. The Vale is the tenth most densely populated area of Wales with 388 people per square kilometre. Cardiff² is often promoted as the economic powerhouse of Wales. NOMIs labour market data³ shows that, by broad industry classification "services" account for 90.1% of all employee jobs in Cardiff.

As part of the Clean Slate Cymru project three pilots were delivered in South Wales 1. Construction Youth Trust delivered 'YMCA Constructing Cardiff' a short introductory Health and Safety (H&S) course for homeless ex-offenders. Construction Youth Trust worked in partnership with the Wates Cardiff Living team to deliver the 'Wates Cardiff Living' pilot. Cardiff and Vale College (CAVC) delivered a pilot called 'Work Ready Pathway to a Construction Apprenticeship' in HMP Cardiff. HMP Cardiff is a Category B local training prison in central Cardiff.

¹Welsh Government (no date). Wales Reducing Reoffending Strategy 2014-16. Available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/453579/Wales-Reducing-Reoffending-Strategy-e.pdf

² For example see Cardiff Council (2017). The City of Cardiff Council Corporate Plan 2017-2019. Available at: www.cardiff.gov.uk/ENG/Your-Council/Strategies-plans-and-policies/Corporate-Plan-16-18/Documents/CorpPlan%202017%20ENGLISH.pdf

³ Waite, D. City Profile: Cardiff and the Shift to city regionalism, Cities, Volume 48, Pages 21-30.

Section One: South Wales One Area Profile

The city of Cardiff is the largest urban area⁴ in Wales. It is in South-East Wales placed on the M4 motorway with Swansea being 42.5 miles to the east and Bristol being 44 miles to the west. The Vale of Glamorgan is a geographically diverse part of Wales consisting of countryside, coastal communities, busy towns and rural villages. It also includes Cardiff Airport, various industries and businesses and Barry which is Wales's largest town.



Figure 1: Cardiff & the Vale of Glamorgan⁵

The Population of South Wales 1

Over the next 20 years Cardiff⁶ is projected to grow faster than all major British cities apart from London. It is forecast there will be a large growth in the working age population, demonstrating the strength of the city's economy. Cardiff⁷ is by a long way the most ethnically diverse local authority in Wales with 15.3% of the population coming from a non-white background and 100 languages being spoken in the city. An ethnically⁸ diverse population is evident in the city, with notable Iranian, Somali, Greek, and Pakistani communities present. Based on data from the census the 2015 mid-year estimate for the population of the Vale of Glamorgan was just under 128,000.

Population by Local Authority Area in South Wales 1 2017 ⁹			
Area	Population	Males aged 16-64	Females aged 16-64
Cardiff	361,500	122,000	122,500
Vale of Glamorgan	128,500	38,600	39,700

South Wales 1 Population Density

Population density provides a measure of the concentration of people living in an area. It is calculated by dividing the population by the geographical area in square kilometres. Cardiff¹⁰ is the most densely populated area of Wales with 2,574.5 people per square kilometre. The Vale is the tenth most densely populated area of Wales with 394.7 people per square kilometre. It is less densely populated than other local authorities in South Wales for example the neighbouring local authorities of Rhondda Cynon Taff has a population density of 563.8 and Bridgend has a population density of 575.5 people per square kilometre.

Population density ¹¹ (persons per square kilometre) 2017	
Cardiff	2,574.5

⁴ Waite, D. City Profile: Cardiff and the Shift to city regionalism, Cities, Volume 48, Pages 21-30.

⁵ Welsh Government, European Structural Funds, Available at: gov.wales/funding/eu-funds/2014-2020/?lang=en

⁶ Cardiff Public Services Board (2017). Cardiff Liveable City Report. Summary of Cardiff's Well Being Strategy. Available at: <https://www.cardiffpartnership.co.uk/wp-content/uploads/LCR-2017-English-Final.pdf>

⁷ Cardiff Public Services Board (2017). Cardiff Liveable City Report. Summary of Cardiff's Well Being Strategy. Available at: <https://www.cardiffpartnership.co.uk/wp-content/uploads/LCR-2017-English-Final.pdf>

⁸ Waite, D. City Profile: Cardiff and the Shift to city regionalism, Cities, Volume 48, Pages 21-30.

⁹ NOMIS, Local Authority Profile. Available at: nomisweb.co.uk

¹⁰ Stats Wales 'Population Density' Available at: <https://statswales.gov.wales/Catalogue/Population-and-Migration/Population/Density/populationdensity-by-localauthority-year>

¹¹ ONS, Population Density, Available at: statswales.gov.wales/Catalogue/Population-and-Migration/Population/Density/populationdensity-by-localauthority-year

Vale of Glamorgan	394.7
Wales	150.7

The Economy in South Wales 1

Cardiff¹² is often promoted as the economic powerhouse of Wales. Over the past ten years there has been a restructuring to a more service-based economy in Cardiff. NOMIs labour market data¹³ shows that, by broad industry classification “services” account for 90.1% of all employee jobs in Cardiff. Cardiff¹⁴ has outperformed the majority of the English core cities in terms of recent economic growth. The Cardiff City Liveable Report compares Cardiff to core cities in the UK. The core cities used for comparison are 10 major cities in England, excluding London, as well as Cardiff and Glasgow.

While there has been economic growth in Cardiff¹⁵ not all residents have benefited from it. In Cardiff, 46,000 households are living in poverty that is over a quarter of households. Poverty is defined as a household with an income below 60% of the annual median income. The Welsh Index of Multiple Deprivation¹⁶ (WIMD), is produced by Welsh Government, it is the official measure of deprivation in Wales. The WIMD is designed to identify the small areas with the highest levels of deprivation. The WIMD shows that despite Cardiff being one of the most prosperous areas of Wales and the economic powerhouse of the country it contains some of the most deprived areas of Wales. There are disparities between the southern arc, with a geographic concentration of poverty, and the rest of Cardiff’s population. Adamsdown, Butetown, Caerau, Canton, Ely, Grangetown, Llanrumney, Riverside, Rumney, Splott and Trowbridge make up Cardiff’s southern arc of deprivation according to the WIMD.

The Vale of Glamorgan Council¹⁷ reports in 2016 tourism had an overall value of £219 million to the local economy. From 2004 to 2015¹⁸, there has been an increase of 18.5% in visitors to the Vale for tourism purposes. There was an increase of 5.7% in 2014¹⁹. This could be due to the regeneration of Barry Island and new campsites, walkways and bridleways across the Vale developed as part of the ‘Creative Rural Communities Initiative’. In 2016²⁰ there were 4,110 businesses in the Vale of Glamorgan, many of these were micro businesses employing less than ten people.

Welsh Language South Wales 1

Welsh Language by Local Authority South Wales 1 ²¹ 2011 Census			
Local Authority	Able to speak Welsh	Unable to speak Welsh	Welsh Speaking Percentage
Cardiff	36,735	295,538	11.1%
Vale of Glamorgan	13,189	108,829	10.8%
Wales	562,016	2,393,825	19.0%

¹² For example see Cardiff Council (2017). The City of Cardiff Council Corporate Plan 2017-2019. Available at: www.cardiff.gov.uk/ENG/Your-Council/Strategies-plans-and-policies/Corporate-Plan-16-18/Documents/CorpPlan%202017%20ENGLISH.pdf

¹³ Waite, D. City Profile: Cardiff and the Shift to city regionalism, Cities, Volume 48, Pages 21-30.

¹⁴ Cardiff Council, Rebuilding Momentum, Appendix 1, Comparative Analysis of Cardiff’s Economic Performance, Available at: www.cardiff.gov.uk/ENG/resident/Planning/Local-Development-Plan/Examination/Core-Documents/Appendix%201%20Economic%20Performance%20Final.pdf

¹⁵ For example see Cardiff Council (2017). The City of Cardiff Council Corporate Plan 2017-2019. Available at: www.cardiff.gov.uk/ENG/Your-Council/Strategies-plans-and-policies/Corporate-Plan-16-18/Documents/CorpPlan%202017%20ENGLISH.pdf

¹⁶ Welsh Government (2014). WELSH INDEX OF MULTIPLE DEPRIVATION 2014 SUMMARY OF OVERALL DEPRIVATION (NOVEMBER 2014). Available at: [www.cardiffpartnership.co.uk/wp-content/uploads/2014/12/CPBP-051214-Item-8-2-Welsh-Index-of-Multiple-Deprivation-2014-Summary-\(Nov-2014\).pdf](http://www.cardiffpartnership.co.uk/wp-content/uploads/2014/12/CPBP-051214-Item-8-2-Welsh-Index-of-Multiple-Deprivation-2014-Summary-(Nov-2014).pdf)

¹⁷ Vale of Glamorgan Council (2016). ‘Figures demonstrate significant increase in Vale of Glamorgan tourism. Available at: www.valeofglamorgan.gov.uk/en/our_council/press_and_communications/latest_news/2016/September-2016/Figures-demonstrate-significant-increase-in-Vale-of-Glamorgan-tourism.aspx

¹⁸ Public Service Health Board (2016). Our Vale, Vale of Glamorgan Well-being Assessment Consultation Draft 2016. Available at: <http://www.cvihs.co.uk/wp-content/uploads/2016/11/Vale-of-Glamorgan-Draft-Well-being-Assessment.pdf>

¹⁹ Vale of Glamorgan Council (2016). ‘Figures demonstrate significant increase in Vale of Glamorgan tourism. Available at: http://www.valeofglamorgan.gov.uk/en/our_council/press_and_communications/latest_news/2016/September-2016/Figures-demonstrate-significant-increase-in-Vale-of-Glamorgan-tourism.aspx

²⁰ Vale of Glamorgan Council, The Vale Economy, Available at: <http://www.valeofglamorgan.gov.uk/en/working/Business-Support/Vale-Economy.aspx>

²¹ Stats Wales, Welsh Speakers by local authority, gender and age group, 2011 Census, Available at: <https://statswales.gov.wales/Catalogue/Welsh-Language/WelshSpeakers-by-LocalAuthority-Gender-DetailedAgeGroups-2011Census>

In Cardiff the 2011 census reported that 11.1% of the population aged 3+ were able to speak Welsh representing, 36,735 people of the population of Cardiff. In Cardiff in 2016 4,624 pupils were enrolled in Welsh-medium primary education and 2,625 at secondary level. The number of people who can speak Welsh varies in different areas of Cardiff with more than three times as many people being able to speak Welsh in Canton, Pentyrch and Creigiau/St Fagans compared to those living in Pentwyn, Rumney and Llanrumney²².

In the Vale of Glamorgan²³ there has been an overall decrease in the percentage of Welsh speakers. According to the census, in 2001 11.3% of the population were Welsh speaking this has decreased to 10.8% in 2011. However, overall the number of Welsh speakers has increased from 12,994 in 2001 to 13,189 in 2011. The Vale Council's Welsh Language Strategy²⁴ notes that the main areas of Welsh language density include many sparsely populated rural areas. Reporting the highest density of Welsh speakers are in St Donats 18.1%; Ewenny 16.8%; Landow 14.9%; St Nicholas and Bonvisiton 14.1%; Llancarfan 13.8% and Llanfair. However, they also report there are 11.1% in Barry, 11.3% in Penarth, 12.4% in Llantwit Major and 12.4% in Dinas Powys.

²² Cardiff Public Services Board (2017). Cardiff Liveable City Report. Summary of Cardiff's Well Being Strategy. Available at: <https://www.cardiffpartnership.co.uk/wp-content/uploads/LCR-2017-English-Final.pdf>

²³ Vale of Glamorgan Council (no date). Welsh Language Promotion Strategy, Available at: <http://www.valeofglamorgan.gov.uk/Documents/Our%20Council/Equal%20Opportunities/Welsh%20Language/Welsh-Language-Promotion-Strategy-Final.pdf>

²⁴ As 23

Section Two: The Criminal Justice Sector in South Wales 1

HMP Cardiff

HMP Cardiff is a Category B local training prison based in central Cardiff. Category B prisoners do not need to be held in the highest security conditions but the potential for escape should be made very difficult. Construction training at Cardiff Prison includes:

- Network Rail Prison Track Work Programme
- Health & Safety
- Street Works (Road works and Groundworks)
- Construction Skills
- Carpentry and Joinery Skills
- Painting & Decorating

There is good construction training provision at Cardiff Prison and the Network Rail Prison Track Work course is an excellent example of an employer led initiative to tackle skills shortages in industry.

Prison	Address	Phone Number	Area	Capacity	Category
HMP Cardiff	Knox Road Cardiff CF24 0UG	02920 923100	South Wales 1	532	B

Good Practice: Network Rail Course at HMP Cardiff

The rail course at HMP Cardiff is sponsored by Network Rail and it is an excellent example of employer led construction and employability training. Recent figures²⁵ show that 65% of course completers find employment in the rail industry on release and are still in employment a year later. Network Rail do not directly employ the course graduates instead they signpost them to agencies that are part of its supply chain.

Female Prisoners

There is no prison for women in Wales all Welsh women serving a custodial sentence do so in England. Welsh women from South Wales serve their sentence in Eastwood Park in Gloucestershire. Eastwood Park²⁶ is a local prison which covers a wide catchment area extending over South Wales, the Southwest of England and the Midlands. It is the local prison to 72 courts. In August 2015 48% of its prisoners came from Wales.

National Probation Service

The UK Government's reforms to rehabilitation services, known as Transforming Rehabilitation (TR), saw the replacement of 35 Probation Trust's with Community Rehabilitation Companies (CRC's) and a National Probation Service. The National Probation Service (NPS) manages service users who are considered high risk to the public and 21 CRC's are responsible for the management of low to medium risk service users.

Wales Community Rehabilitation Company (CRC)

The management of low and medium risk offenders in the community in Wales is the responsibility of the Wales Community Rehabilitation Company (CRC). The CRC's are managed by Her Majesty's Prison and Probation Service (HMPPS) on a fee for service basis. The local office of the Wales CRC is a good place to recruit ex-

²⁵ Parry, G. and Green, E. (2017) Co-creating value: Through the gate and beyond. Project Report. UWE. Available from: <http://eprints.uwe.ac.uk/30910>

²⁶ Independent Monitoring Report. HMP/YOI Eastwood Park, Annual Report 1 November 2014 – 31 October 2015. Available at: <https://s3-eu-west-2.amazonaws.com/imb-prod-storage-10cod6bqky0vo/uploads/2016/06/Eastwood-Park-2014-15.pdf>

offenders for an initiative or employment. The Ministry of Justice²⁷ recently announced they were ending the CRC contracts two years early in 2020 with plans to develop and design new contracts.

Probation's Service	
Wales CRC	walescrc.co.uk/content/view/office+finder
Probation Directory	www.gov.uk/government/publications/probation-directory

Youth Offending Teams

Youth Offending Teams (YOTs)²⁸ are multidisciplinary teams made up of health, social services, education, police and probation. YOT'S are part of the local authority and have a statutory responsibility for managing children and young people who are on community sentences. Some of the young people that YOT's support will be interested in pursuing a career within the construction industry.

Contact Details of Youth Offending teams in Wales
www.gov.uk/guidance/youth-offending-teams-wales

²⁷ <https://www.gov.uk/government/news/justice-secretary-outlines-future-vision-for-probation>

²⁸ Welsh Government (no date). Youth offending Teams. Available at: <http://gov.wales/topics/people-and-communities/communities/safety/crime-and-justice/yots/?lang=en>

Section Three: Clean Slate Cymru Project South Wales 1

Clean Slate Cymru Pilot Projects

The Clean Slate Cymru project had an objective to deliver up to fifteen pilot projects with at least one being in each of the five regions of Wales. There was not a prescriptive description of interventions but they had to involve at least one of the following; a training course, work experience, site visit, mentoring or information, advice and guidance. In South Wales 1 Construction Youth Trust delivered the YMCA Constructing Cardiff and Wates Cardiff Living pilots, Cardiff and Vale College delivered a pilot called 'Work Ready Pathway to a Construction Apprenticeship' at HMP Cardiff this pilot was a really good example of partnership working. Although there was not a prescriptive definition of what a pilot project was the aim for them was to create pathways, job progression or improve the perception of ex-offenders;

- Help offenders who are due for release, or ex-offenders based in the community, access construction related career **pathways**
- Provide more job **progression** opportunities within the construction industry for offenders and ex-offenders
- Influence employers to have a more positive **perception** of offenders and ex-offenders so that they proactively consider project participants for existing and future job vacancies.

YMCA Constructing Cardiff

The pilot project aimed to develop a construction pathway for homeless ex-offenders who were residents of a YMCA hostel. The pilot was delivered in partnership with the Aspire project which supports homeless people with mental health conditions. The aim was to enable the pilot participants to gain a CSCS card and support staff at the YMCA to continue to help clients interested in working in the construction industry.



Activities

- CSCS test preparation
- IOSH Working Safely training
- Constructive and supportive industry led information, advice and guidance delivered by volunteers from the construction industry.
- CSCS drop-in revision sessions

Outputs & Outcomes

- 4 x IOSH Working Safely passes

- 3 x CSCS passes
- 1 x referral to Civil Engineering course
- 1 x applied for Pathway to Construction Apprenticeship at Cardiff & Vale College

Wates Cardiff Living Pilot

The Wates Cardiff Living pilot project aimed to pilot a construction course in partnership with Wates as part of their Cardiff Living project to build 1,500 properties. The aim of the pilot was to make participants aware of the opportunities available to them in house building. The pilot also aimed to support participants on their journey into work. Participants completed IOSH Working Safely, manual handling, CSCS test preparation, a site tour, mock interviews and registration with an employment agency. A Community Investment Manager from Wates attended the pilot project on the last day and gave the participants' careers advice and arranged job interviews.



Activities

- Participants took part in practical carpentry tasters and built bat boxes.
- A member of staff from Caerphilly Council's Biodiversity team visited the course where learners handed over the bat boxes and she brought some bats she was caring for to meet the learners.
- Wates delivered a site tour of one of their Cardiff Living sites in Llanrumney.
- Participants completed an IOSH Working Safely accreditation.
- Participants took part in extensive CSCS preparation.
- Wates arranged for the employment agency they use to attend the course and register learners.
- A Community Investment Manager from Wates attended the last day of the course and offered job interviews for opportunities on the Cardiff Living site to learners.

Outputs

- 6 x participants achieved an IOSH Working Safely accreditation
- 6 x participants passed a CSCS test first time
- 8 x participants had a site tour of the Wates Cardiff Living site

Outcomes

- David²⁹ was offered employment as a labourer on a Wates Cardiff Living site.
- Richard was offered employment on the Wates Cardiff Living site, but he decided to take up an opportunity with an employment agency to complete track work on the railways.

²⁹ All participants names have been changed to protect their identities

- Luke, was successful in securing a groundworks apprenticeship with Churngold after being invited to an apprenticeship event by Wates.
- Kelly, gained employment cleaning houses on construction sites.
- Peter gained employment in an office.

CAVC's Work Ready Pathway to a Construction Apprenticeship

The employability course was delivered at Cardiff prison, over 4 weeks. Cardiff & Vale College (CAVC) delivered 10 sessions, supported by Cardiff prison staff. Learners worked towards a Level 2 Speaking and Listening Agored Cymru unit, which involved researching health and safety or creating a business idea and delivering a presentation on their chosen topic to the group.



Activities

- Participants completed motivational, job skills and mock interviews workshop sessions delivered by The Wallich BOSS project, Acorn Recruitment and Careers Wales i.e. positive disclosures and CV's.
- Apprenticeship talks were delivered by CAVC's Quality Skills Alliance – Dean of Workbased learning, ACT staff and a representative from Morgan Sindall.
- Cardiff prison staff delivered Health & Safety in a Construction Environment Level 1, Health and Safety at Work Level 2. Agored Cymru Personal Development Level 1 and they arranged for the CITB's CSCS van to attend the prisons so learners' could sit a CSCS test while still in prison.
- CAVC delivered a Dragon's Den – encouraging entrepreneurship through creating and pitching a business idea.
- CAVC delivered team-building, problem-solving and essential skills development through team games.
- CAVC delivered a workshop on challenging negative thinking through explanation of fixed/growth mind-sets.
- The Wallich BOSS project helped participants develop self-confidence and gave advice regarding positive disclosure.
- Acorn Recruitment carried out mock interview sessions to enable participants to both practice and enhance interview skills.

Outputs/Outcomes

The target was for a minimum of 50% of enrolled participants to progress on to a traineeship or apprenticeship in construction, pre-employability community course with ACT or enter employment directly. As many of the prisoners are still in custody or only recently released, it is too early to identify whether outcomes were successful in terms of further training, apprenticeships and employment.

- 3 x participants progressed onto the Streetworks course at HMP Cardiff
- 1 x participants secured funding for forklift training in the community
- 1 x learner passed his CSCS Test on release and then secured construction employment

Section Four: Opportunities Going Forward

Cardiff City Deal

Cardiff remains the largest authority in the Cardiff City Deal but unlike most other city regions in the UK a number of other authorities make up a large proportion of the population. The Cardiff³⁰City Region is made up of ten local authorities. They are Cardiff, the Vale of Glamorgan, Blaenau Gwent, Caerphilly, Monmouthshire, Newport, Torfaen, Bridgend, Merthyr Tydfil and Rhondda Cynon Taf. This South Wales 1 Framework has been put together based on the National Probation Service's regions of Wales. Blaenau Gwent, Caerphilly, Monmouthshire, Newport and Torfaen are included in the Gwent Framework and Bridgend, Merthyr Tydfil and Rhondda Cynon Taf are included in the South Wales 2 Framework.

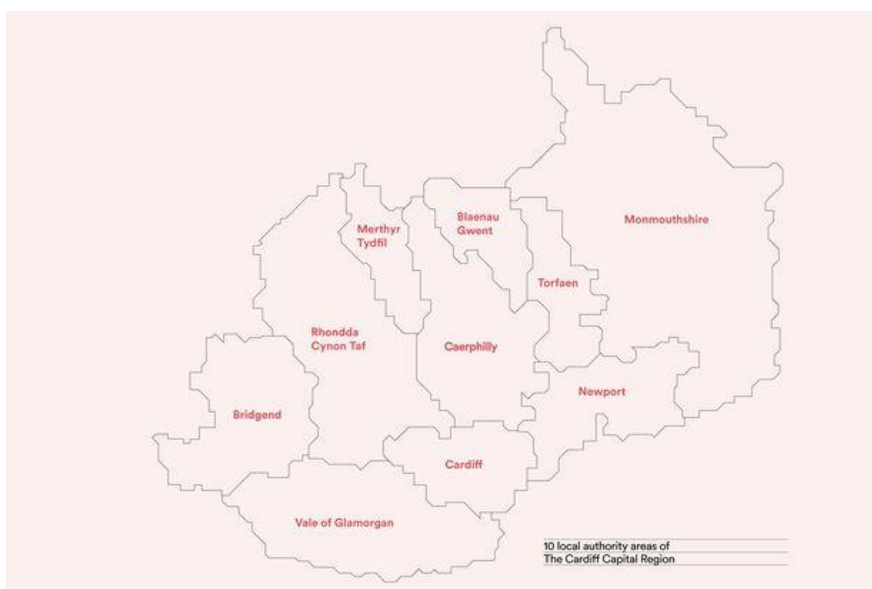


Figure 2: The Cardiff City Region³¹

The Cardiff City Region is the largest city-region in Wales and accounts for approximately 50% of the total economic output of the Welsh economy, 49% of total employment and includes over 38,000 active businesses³². According to the Growth and Competitiveness Commission³³ the Cardiff Capital Region City Deal will invest approximately £1.2bn in the city-region economy between now and 2036. While most of this funding has been reserved for planned activities notably the South East Wales Metro there are also funds to leverage wider economic benefits for the region. The City Deal has targets to create 25,000 jobs by 2036 and to leverage £4bn of private sector investment and secure economic growth.

There is not currently an integrated transport system in the South Wales city region. The Growth and Competitiveness Commission³⁴ notes that connectivity in the Cardiff city region is lacking. Strengthening connectivity underpins the City Deal agreement, particularly through plans for the South Wales Metro. The importance of South Wales Metro of increasing connectivity within the region have been stressed. Increased connectivity will also have a positive impact on the labour market, supply chains, housing market and training and employment opportunities. Improved connectivity will also mean that multiple-locations in the city deal can flourish and grow.

³⁰ Webb B. (2017). State of the Cardiff City Region, Cardiff: School of Geography and Planning, Cardiff University.

³¹ Wales Online: <https://www.walesonline.co.uk/business/business-news/everything-you-need-know-city-863238>

³² Cardiff Capital Region City Deal. Available at: http://www.cardiffcapitalregioncitydeal.wales/Cardiff_Capital_Region_City_Deal.pdf

³³ Growth & Competitiveness Commission (no date). *Cardiff Capital Region City Deal: Report & Recommendations*, Cardiff: Growth & Competitiveness Commission.

³⁴ As 33

Construction Skills Needed in South Wales 1

The CITB'S Construction Skills Forecasts 2018-22³⁵ reports that Wales is projected to see annual average output growth of 4.2% in the five years to 2022. Explaining the expansion will be driven by the growth of the infrastructure sector and the start of the new nuclear build at Wylfa. All three main types of occupation managerial and administration, trades and elementary are expected to see growth from 2018-2022. Civil engineers are likely to be in demand as they will be required in the big infrastructure projects including Wylfa Newydd.

There is also a need to build affordable homes in Wales to meet demand. The Welsh Government³⁶ has set a target to build 20,000 affordable homes between 2016 and 2021. A combination of an aging workforce and major infrastructure projects in the pipeline could lead to skills shortages within the housebuilding sector. The CITB forecast that the construction industry in Wales needs an extra 12,250 people from 2018-2023. Some occupational categories that have been flagged up with an amber annual recruitment requirement (ARR) are wood trades, bricklayers, electricians, civil engineers, surveyors, other construction professionals and technical staff and labourers not elsewhere classified. Robust growth is expected for plumbing and HVAC trades, bricklayers and plant mechanics.

Large infrastructure projects³⁷ in the next few years will require skilled construction staff. There will be a finite skilled workforce able to work on the big projects. Upcoming construction projects in the South Wales 1 travel to work area include the South Wales Metro, HS2, and Hinkley Point.

Construction employers in South Wales responding to the 'SME Skills Survey'³⁸ noted various roles including labouring, steel erecting or carpentry now require NVQ's. This can be a huge disadvantage to unqualified but experienced construction workers. This would be more daunting to an experienced construction worker who has taken a career break due to a custodial sentence. The Construction Wales Innovation Centre (CWIC) is a Construction Industry Training Board (CITB) project offering free training to experienced construction workers who lack formal qualifications.

SMEs in South Wales³⁹ also expressed concerns that the demands of infrastructure projects in the next few years will lead to skills shortages. Upcoming infrastructure projects include South Wales Metro, HS2 and Hinkley Point. There is already a shortage of ground workers and large upcoming infrastructure developments could offering more competitive salaries could exacerbate this shortage. For example, Hinkley Point was paying £17.50 p/h for ground workers this is double the rate paid in Cardiff.

Construction Projects in South Wales

The following construction projects have been listed by LSKIP⁴⁰ will take place in Cardiff and/or the Vale of Glamorgan. They note specialist transport skills in construction and engineering will be needed to meet the needs of the long-term construction projects noting there will also be longer term operational and maintenance opportunities.

³⁵ CITB (2018). Industry Insights: Wales. Available at: https://www.citb.co.uk/documents/research/csn_reports_2018-2022/2018csn_wal_full_120218.pdf

³⁶ Bevan Foundation (2017). After Brexit: Housing the nation. Available at: https://chcymru.org.uk/uploads/events_attachments/After_Brexit_-_Housing_the_Nation.pdf

³⁷ Scorey, J. & Jones-Evans, D. (2017). *SME Skills Survey 2017: Final Report*. Cardiff: Cardiff and Vale College. Available at: <http://www.lskip.wales/downloads/SME%20Skills%20Survey%202017%20-%20Final%20English.pdf>

³⁸ As 37

³⁹ As 37

⁴⁰ Learning Skills and Innovation Partnership (2017). Cardiff Capital Region Employment Skills Plan 2017, Cardiff: LSKIP available at: http://www.lskip.wales/downloads/170731_Employment%20Skills_Plan_eng.pdf

- Early contractor involvement (ECI) design and construction on the Metro – Transport for Wales (TfW) contractor framework;
- Rail electrification, track, civil works – Welsh Government reorganisation/transfer of functions;
- Metro Phase 2 and new rail franchise procurement
- A465 dualling sections 5 and 6; procurement in 2017, construction in 2018 and delivery in 2021;
- A4226 – Improvements to Five Mile Lane through Welsh Government and Vale of Glamorgan Council Partnership;
- 21st Century Schools and Education Programme
- Velindre Cancer Centre in Cardiff through the Welsh Government Mutual Investment Model (MIM);
- Housing repair and maintenance, estate and stock
- Construction (private, commercial and public)
- Social housing construction spread of 20,000 houses

Housing Developments

Housing developments⁴¹ in Cardiff include Plasdŵr a new garden city in the north west of the city. It will take 15-20 years to build the £2bn development. Plasdŵr will include 7,000 new homes, infrastructure and leisure facilities. Phase 1, the development of 630 homes started in spring 2017. In Barry in the Vale of Glamorgan the development of houses on Barry Waterfront will continue to drive reasonable growth in private housing output into the 2020s and potentially into the 2030s. In Cardiff, Central Quay will be developed on the old Brains Brewery site to the south of Central Station the scheme valued at £200m would include bars restaurants and apartments.

Commercial Construction

Some of the large commercial projects such as Central Square in Cardiff and Cardiff Pointe are due for completion within the next two years the pipeline looks a little thinner for commercial properties. Like the industrial sector commercial construction is one of the sectors most vulnerable to Brexit uncertainties.

⁴¹ CITB (2018). Industry Insights Wales: Construction Skills Network: Labour Market Intelligence 2018-2022. Available at: www.citb.co.uk/documents/research/csn_reports_2018-2022/2018csn_wal_full_120218.pdf.pdf

Section Five: Support Organisations, Training and Education in South Wales 1

As part of the Clean Slate Cymru mapping exercise at the start of the project employers were asked what barriers there were to employing ex-offenders. One of the biggest barriers employers reported was not knowing how to support ex-offenders. Below are some organisations that people can be signposted to some are based in South Wales 1 and some are national organisations.

Jobcentre Plus

A good place to start recruiting people facing barriers such as ex-offenders is Job Centre Plus (JCP). JCP Advisors will filter specific groups to meet the requirements of your initiative. JCP will also host careers fairs in local offices where they will welcome employers to attend.

Contacting the Local Job Centre

This is a search for the local office based on your postcode. Available at: [los.direct.gov.uk](https://www.los.direct.gov.uk)

- Phone: 0800 169 0190
- Phone in Welsh: 0345 604 4248
- Textphone: 0345 604 4248 (for those with speech or hearing difficulties)

Domestic Violence Support for Victims

All Wales Domestic Abuse and Sexual Violence Helpline

What they do:	Free, confidential helpline that offers support and information for anyone experiencing domestic abuse.
Telephone:	0808 801 0800
Email:	info@livefearfreehelpline.wales
Website:	livefearfree.gov.wales

Distance Learning in Prisons

Prisoners' Education Trust (PET)

What they do:	PET provides distance learning opportunities to prisoners' to enhance their opportunities and increase their chances of building a better life after release.
Telephone:	0203 752 5680
Email:	info@prisonerseducation.org.uk
Website:	www.prisonerseducation.org.uk

Employability and Entrepreneurship

The Wallich BOSS Project

What they do:	The Wallich BOSS (Building Opportunities Skills & Success) project provides employability and entrepreneurship training to ex-offenders and prisoners serving sentences in South Wales at Cardiff, Swansea, Parc Bridgend, Usk and Prescoed prisons.
Telephone:	02921 674381
Email:	BOSS@thewallich.net
Website:	thewallich.com

Housing

Shelter Cymru	
What they do:	Housing advice and support
Telephone:	0345 075 5005
Email:	sheltercymru.org.uk/email-advice/
Website:	sheltercymru.org.uk/

Mental Health & Wellbeing

Samaritans	
What they do:	The Samaritans provides confidential emotional support 24 hours a day.
Telephone:	116 123
Email:	jo@samaritans.org
Website:	www.samaritans.org/

Substance Misuse

DAN 24/7	
What they do:	Wales Drug and Alcohol Helpline
Telephone:	0808 808 2234 Or text Dan to 81066
Website:	www.dan247.org.uk

EDAS (Entry to Drug and Alcohol Services)	
What they do:	EDAS is a single point of entry for anyone who feels that they have an issue with any substance in both Cardiff and the Vale of Glamorgan. EDAS provide simple and effective access to the full range of substance misuse services in Cardiff and the Vale of Glamorgan.
Telephone:	0300 300 700
Website:	www.e-das.wales.nhs.uk/home

Support for Veterans

Veterans Health Wales	
What they do:	Advice and support to improve the mental health and wellbeing of veterans
Telephone:	01443 443443 ext. 5411
Email:	v@wales.nhs.uk
Website:	www.veteranswales.co.uk

The Poppy Factory	
What they do:	The Poppy Factory provides a free, personalised employability service to veterans in England and Wales, supporting those with a medical condition or impairment back into work.
Telephone:	020 8940 3305
Email:	admin@poppyfactory.org
Website:	www.poppyfactory.org

Construction Training Provision in South Wales 1

Construction Training

CITB Training Directory	
What they do:	The CITB's Construction Training Directory provides the details of CITB training delivered by CITB Approved Training Organisations. Anyone can search for a course in the directory you do not need to log in to access it.
Website:	www.citb.co.uk/training-and-courses/construction-training-directory

The following local construction training organisations demonstrated they supported people facing barriers to access construction training during the project:

ACE Training	
What they do:	Health & Safety training, CSCS preparation and CSCS Testing
Telephone:	02920 003132
Email:	info@elycaerau.com
Website:	www.aceplace.org/ace-training

Barry Training Services	
What they do:	Training ranging from Asbestos & ADR to First Aid & Forklift there is something available to anyone wishing to improve their qualifications. Barry Training Services are also a CSCS test centre.
Telephone:	(01446) 743913 / 739457
Email:	enquiries@barrytrainingservices.co.uk
Website:	www.barrytrainingservices.co.uk

Construction Wales Innovation Centre

The Construction Wales Innovation Centre (CWIC) project is a Construction Industry Training Board (CITB) funded construction training programme. The pan Wales training centre uses a hub and spoke model with its hub forming part of the new SA1 Waterfront Innovation Quarter. Partners, or spokes, include Coleg Cymoedd, Coleg Cambria, Coleg Ceredigion, Coleg Sir Gar, the Building research Establishment and the University of Trinity Saint David. The CWIC project delivers bespoke and specialist training to all levels and sectors of the Welsh construction industry. For a list of current courses see: www.uwtsd.ac.uk/cwic/current-training-courses-and-engagement-events/

Further and Higher Education in South Wales 1

Cardiff & Vale College (CAVC)

Cardiff and Vale College (CAVC)⁴² is one of the largest colleges in the country. They have 20,000 students each year. CAVC teaches people in top class industry facilities and centres of excellence across Cardiff and the Vale of Glamorgan and in communities and workplaces across the region. At CAVC's City Centre Campus just a five-minute walk from Cardiff Central Station and ten minute walk from the city centre there is a specialist construction centre. CAVC construction courses and apprenticeship programmes offer training to enable people to become qualified tradespeople in brickwork, carpentry and joinery, wall and floor tiling, painting and decorating or plastering. Construction facilities include classrooms for theory and trade-specific workshops to enable learners to develop their practical skills. There are also construction facilities at CAVC's Colcot Road Campus in Barry.

⁴² Cardiff and Vale College (2017). School Leavers Guide to CAVC 2017/19. Available at: http://www.cavc.ac.uk/files/7314/7696/4424/Eng_CAVC_16-18_Course_Guide_W.pdf

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Cardiff & Vale College (CAVC)	
Locations:	In Cardiff CAVC has two campuses the City Centre Campus and Eastern Community Campus and in the Vale of Glamorgan the Colcot Road Campus in Barry.
Phone Number:	02920 250 250
Email:	info@cavc.ac.uk
Website:	www.cavc.ac.uk

Appendix A: Organisations that contributed to the South Wales 1 Framework

We would like to thank the following organisations who supported the delivery of the Clean Slate Cymru project in South Wales 1 and contributed to this framework.

Ace Training
Barry Training Services
Cardiff Council
Cardiff & Vale College
Careers Wales
Civil Engineering Contractors Association
CITB
Direct 2U Training
HMP Cardiff
HMPPS
Jehu Group
Llamau
Morgan Sindall
Network Rail
Scape Group
TAG Train & Grow
The Wallich
Wales CRC
Wates Cardiff Living
Welsh Government
Willmott Dixon
Youth Justice Board