



## Clean Slate Cymru: North Wales Ex-offenders into Construction Framework





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## Introduction

This North Wales 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 examine the opportunities for the construction industry in North Wales to support ex-offenders into construction employment. The aim of the 'Clean Slate Cymru' project is to delineate a pathway into construction employment for ex-offenders in Wales. Part of the project has been to put together frameworks for the National Probation Services five regions of Wales. This document is the framework for the North Wales 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 identify any gaps. The frameworks aim to reflect existing skills shortages and upcoming needs across Wales.



The North Wales region is made up of six local authorities. They are Isle of Anglesey County Council, Gwynedd Council, Conwy County Borough Council, Denbighshire County Council, Flintshire County Council and Wrexham County Borough Council. There are differences in the economy with North East Wales being more industrial with a strong manufacturing base and North West Wales being more rural and de-industrialised with a higher percentage of its workforce in tourism and agriculture sectors which offer seasonal, part time low paid employment. There are huge opportunities for the construction industry in North Wales such as Wylfa Newydd on Anglesey that will boost the North Wales economy. It is important to note there will be other upcoming developments in North Wales including housing, the Welsh Government has set a target to build 20,000 affordable homes between 2016 and 2021, and tourism developments such as the Bluestone Holy Island Resort and Holyhead Marina.

HMP Berwyn, in Wrexham North Wales, opened on 27<sup>th</sup> February 2017. It is the largest prison in the UK and the second largest prison in Europe with the capacity to hold 2,106 residents. HMP Berwyn<sup>1</sup> is modelling new approaches and its culture is driven by a focus on rehabilitation. The ethos is dedicated to provide a safe, decent environment where residents are encouraged and assisted to prepare for a fresh start in life. Two pilot projects were delivered at HMP Berwyn as part of the Clean Slate Cymru project. Firstly, Amberon delivered a traffic management course in partnership with HMP Berwyn. Secondly, Galliford Try piloted industry days where residents were asked how the construction industry could support them. Thirdly, Creating Enterprise delivered a

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<sup>1</sup> North Wales Social Care and Well-being Improvement Collaborative (2017). North Wales Population Assessment. Available at: <http://www.wales.nhs.uk/sitesplus/documents/861/NW%20Population%20Assessment%201%20April%202017.pdf>

pilot project in the community in Conwy where ex-offenders were given an opportunity to try working in maintenance or construction.

### Section One: North Wales Area Profile

The North Wales region is made up of six local authorities. They are Isle of Anglesey County Council, Gwynedd Council, Conwy County Borough Council, Denbighshire County Council, Flintshire County Council and Wrexham County Borough Council. Anglesey, Conwy and Gwynedd are in North West Wales. North West Wales is generally more rural and de-industrialised with a large percentage of its workforce working in tourism and agriculture. Construction developments such as Wylfa Newydd present a real opportunity to boost the local economy and upskill local people. Denbighshire, Flintshire and Wrexham are in North East Wales. North East Wales is generally more industrial with a strong manufacturing base in part due to its connection with North West England.



Figure 1 North Wales Region<sup>2</sup>

### Population of North Wales

Population by Local Authority Area in North Wales <sup>3</sup> 2017			
Area	Population	Males aged 16-64	Females aged 16-64
Anglesey	69,800	20,000	20,000
Conwy	116,900	32,600	33,600
Denbighshire	95,200	27,400	27,800
Flintshire	155,200	46,900	47,500
Gwynedd	123,700	37,700	37,300
Wrexham	135,600	41,900	41,000

In 2017 the Isle of Anglesey was home to just over 69,800. In 2016 the population of Anglesey was, 69,700. As of June 2017<sup>4</sup> it was estimated that just over 116,900 people lived in Conwy County Borough. The population of Denbighshire is 95,200. Flintshire's population currently stands at 155,200 and is projected to grow to 157,554 by 2039. Around 123,700 people live in Gwynedd. According to the last Census report (2011) the population for Wrexham County Borough was 134,844 with most of the population, around 63,000 people, living in the town of Wrexham. In 2017 the population of Wrexham was 135,600.

<sup>2</sup> North Wales Planning Framework

<sup>3</sup> NOMIS (2017). Local Authority Profile: Labour Market Profile, Available at [www.nomisweb.co.uk](http://www.nomisweb.co.uk)

<sup>4</sup> Conwy County Borough (2017). Population Profile Research Bulletin

### North Wales: 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. Gwynedd, Anglesey, Conwy, Denbighshire and Wrexham are in the top 10 most sparsely populated counties in Wales<sup>5</sup>. Flintshire<sup>6</sup> is twice as densely populated than Wales as a whole. Flintshire has a strong economy and good jobs growth. Cardiff<sup>7</sup> in South Wales is the most densely populated area of Wales with 2,574.6 people per square kilometre. Powys in mid-Wales is the most sparsely populated with 25.6 people per square kilometre with Gwynedd being the third most sparsely populated with 48.8 people per square kilometre.

Population density <sup>8</sup> (persons per square kilometre) 2017	
Anglesey	98.1
Conwy	103.8
Denbighshire	113.7
Flintshire	354.6
Gwynedd	48.8
Wrexham	269.1
Wales	150.7

### The Economy in North Wales

The challenges facing the North Wales economy<sup>9</sup> are a lack of medium to large employers; a lack of infrastructure, including interregional connectivity; a lack of quality employment and skills gaps that are exacerbated by gaps in training provision. The economy and labour market<sup>10</sup> in North East Wales and North West Wales is very different. The labour market in North East Wales is more industrial with a strong manufacturing base and has a greater existing connection to North West England. In North East Wales the Mersey-Dee Alliance<sup>11</sup> is creating links to ensure North East Wales benefits from the northern powerhouse. North West Wales is more rural and de-industrialised with a higher percentage of its workforce being employed in tourism and agriculture sectors which offer seasonal, part time low paid employment. However, to say North West Wales is rural and North East Wales is industrial is an over simplification as there are pockets of industry and manufacturing in North West Wales, the area will significantly benefit from the construction and operation of Wylfa Newydd.

### Welsh Language

North Wales is made up of different localities with distinctive characteristics there is a difference between the percentage of Welsh speakers in North East Wales and North West Wales'. In Conwy County Borough, according to the 2011 Census report 27.4% of the population were Welsh speaking representing 30,600 people. In North East Wales in Denbighshire according to the 2011 Census report 24.6% of the population were Welsh speaking representing 22,236 people. In North West Wales there is a higher percentage of Welsh speakers in

<sup>5</sup> Population Density Health in Wales, Available at: [www.wales.nhs.uk/sitesplus/888/opaendoc/21206](http://www.wales.nhs.uk/sitesplus/888/opaendoc/21206)

<sup>6</sup> National Assembly for Wales (2006). Key Statistics for Flintshire. Available at: <http://www.assembly.wales/NAfW%20Documents/06-060.pdf#%20-%2002052007/06-060-English.pdf>

<sup>7</sup> Stats Wales 'Population Density' Available at: <https://stats.wales.gov.wales/Catalogue/Population-and-Migration/Population/Density/populationdensity-by-localauthority-year>

<sup>8</sup> As 7

<sup>9</sup> Plows, A. (2017). The North Wales Economy: Scoping 'Snapshot' Study, Bangor: Bangor University.

<sup>10</sup> As 9

<sup>11</sup> See Mersey-Dee Alliance: <http://www.merseydealliance.org.uk/>

Anglesey the 2011 Census showed 57% of the population spoke Welsh with recent figures<sup>12</sup> showing 46% of people in Anglesey spoke Welsh every day. Data<sup>13</sup> from the 2011 census showed that 65% of people in Gwynedd could speak Welsh, this is a decline of 11% as 76% of the population could speak Welsh in 1981. In Wrexham County Borough 12.9% of the population were Welsh speakers representing 16,659 people in the population. Across Wales 19% of the population are Welsh speakers.

<b>Welsh Language by Local Authority North Wales<sup>14</sup> 2011 Census</b>			
<b>Local Authority</b>	<b>Able to speak Welsh</b>	<b>Unable to speak Welsh</b>	<b>Welsh Speaking Percentage</b>
Anglesey	38,568	28,835	57.2%
Conwy	30,600	81,124	27.4%
Denbighshire	22,236	68,291	24.65%
Flintshire	19,343	127,597	13.2%
Gwynedd	77,000	40,789	65.4%
Wrexham	16,659	112,766	12.9%
Wales	562,016	2,393,825	19.0%

<sup>12</sup> Gwynedd and Mon Public Service Board (2017). Anglesey Well-being Assessment. Available at: <https://www.llesiantgwyneddmon.org/Uploads/Pages/Library/3-4-9-70-1-Anglesey-Well-Being-Assessment.pdf>

<sup>13</sup> As 12

<sup>14</sup> 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>

## Section Two: Criminal Justice Sector in North Wales

### HMP Berwyn

HMP Berwyn opened on 27<sup>th</sup> February 2017. It was built on a former Firestone Tyre site on the Wrexham Industrial Estate. It is the largest prison in the UK and the second largest prison in Europe. As of, April 2018 the prison held a total of 999<sup>15</sup> prisoners. Once it is fully operational Her Majesty's Prison and Probation Service (HMPPS) expects Berwyn to have the capacity to provide 2,100 places.

HMP Berwyn<sup>16</sup> is modelling new approaches and its culture is driven by a focus on rehabilitation. The ethos is dedicated to provide a safe, decent environment where residents are encouraged and assisted to prepare for a fresh start in life. There is also a learning culture at Berwyn<sup>17</sup> rather than a blame culture. The Berwyn prospectus<sup>18</sup> explains it is important for everyone who lives or works in the prison to feel like they are being treated fairly. The intention is for Berwyn to be a place where decisions are made in a fair and consistent way and the reasoning behind them is explained.

Berwyn is a Category C training and resettlement prison in Wrexham. Novus Cambria delivers the educational and vocational training at Berwyn. Category C is for prisoners who cannot be trusted in open conditions (i.e. a prison without a secure perimeter) but who are unlikely to escape. Residents at Berwyn can be released on temporary licence (ROTL) to access work placement opportunities. Each resident has an Individual Learning and Work Plan (ILWP), which is tailored to their resettlement needs and shared within the establishment.

Prison	Address	Phone Number	Area	Capacity	Category
HMP Berwyn	Wrexham Industrial Estate, Bridge Road, Wrexham, LL13 9QE	01978 523000	North Wales	2,106	C

### Vocational Training at HMP Berwyn

Vocational training is delivered by Novus Cambria and Berwyn Industries in onsite workshops, offering qualifications in:

- Bricklaying
- Joinery
- Horticulture & Agriculture
- Dry Lining
- Plastering
- Waste Management
- Street Works
- Product Design
- Berwyn Cleaning Services
- Industrial Cleaning
- Upholstery & Dry Cleaning

<sup>15</sup> Jones, A. (2018). *Imprisonment in Wales: A Factfile*: Cardiff, Welsh Governance at Cardiff University and University of South Wales.

<sup>16</sup> North Wales Social Care and Well-being Improvement Collaborative (2017). North Wales Population Assessment. Available at: <http://www.wales.nhs.uk/sitesplus/documents/861/NW%20Population%20Assessment%201%20April%202017.pdf>

<sup>17</sup> HMP Berwyn (2016). *Rehabilitative Culture at Berwyn: Berwyn Prospectus 2017*. Wrexham: Berwyn.

<sup>18</sup> As 17



## Female Prisoners

The secure estate population principally is dominated by men with men representing 95% of the prison population<sup>19</sup> in England and Wales. There are no prisons for women in Wales. Most female prisoners from North Wales serve their sentences in HMP Styal in Cheshire this is the local prison for North Wales and the North West of England. In November 2016<sup>20</sup> there were 40 women from North Wales at HMP Styal.

## 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-offenders for an initiative or employment. The Ministry of Justice<sup>21</sup> 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	<a href="http://walescrc.co.uk/content/view/office+finder">walescrc.co.uk/content/view/office+finder</a>
Probation Directory	<a href="http://www.gov.uk/government/publications/probation-directory">www.gov.uk/government/publications/probation-directory</a>

## Youth Offending Teams

Youth Offending Teams (YOTs)<sup>22</sup> 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
<a href="http://www.gov.uk/guidance/youth-offending-teams-wales">www.gov.uk/guidance/youth-offending-teams-wales</a>

<sup>19</sup> North Wales Social Care and Well-being Improvement Collaborative (2017). North Wales Population Assessment. Available at: <http://www.wales.nhs.uk/sitesplus/documents/861/NW%20Population%20Assessment%201%20April%202017.pdf>

<sup>20</sup> North Wales Social Care and Well-being Improvement Collaborative (2017). North Wales Population Assessment. Available at: <http://www.wales.nhs.uk/sitesplus/documents/861/NW%20Population%20Assessment%201%20April%202017.pdf>

<sup>21</sup> <https://www.gov.uk/government/news/justice-secretary-outlines-future-vision-for-probation>

<sup>22</sup> 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 in North Wales

### 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 North Wales Creating Enterprise delivered a housing maintenance and construction pilot; HMP Berwyn delivered a traffic management pilot and Galliford Try delivered industry led career events at HMP Berwyn. Although there was not a prescriptive definition of a pilot project the aim 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.

### Creating Enterprise: Passport to Employment

Creating Enterprise is an award-winning building and maintenance social enterprise based in Conwy North Wales. They aim to be “the social contractor of choice” for public and private sector organisations. They provide property maintenance, development services and facility management. Profits are reinvested into an Employment Academy which creates volunteering, training and employment opportunities for social housing tenants. Nine participants took part in the Creating Enterprise pilot. All participants lacked any kind of experience or skills needed in the construction sector and some had literacy issues.



Participants took part in activities including;

- Workshops providing an overview of the construction and maintenance sector in North Wales.
- Industry led talks and careers advice
- Practical construction workshops
- Health & Safety (H&S) talk by an H&S Advisor

- IOSH Working Safely training
- Site visits to four live construction sites including Conwy Council's new offices and Creating Enterprise sites.
- Practical work experience day on a construction site of participants' choice following site visits.
- Meet the Boss session with Director's from Creating Enterprise and Brenig Construction
- Careers advice and employability
- Advice on the various routes into industry and the steps needed to get there.

The Creating Enterprise pilot opened up the possibility of a career in construction to people who had not seen it as a viable option before. The majority of the participants are receiving ongoing support from Creating Enterprise to help find a job in construction. Participants are now attending Creating Enterprise's job club every week or gaining experience volunteering on construction sites to help secure employment.

### **HMP Berwyn & Amberon: The Berwyn Way Highways Construction Road Project**

The 'Berwyn Way' was an innovative holistic project that aimed to encompass key elements of essential training for residents due for release. Traffic management was piloted with an aim of engaging key partners and provide ongoing opportunities prior to release. The project aimed to equip pilot participants with the skills and relevant industry experience and training for them to progress into highways work within the construction industry. The project worked in partnership with key employers and providers to build relationships and address barriers.

#### **Activities**

Activities included:

- Lantra Traffic Management Basic Course (TTMBC)
- Lantra M1 + M2 – Static Works on Single Carriageways including all forms of Traffic Control
- CSCS preparation
- CSCS test in the CITB's mobile testing unit at HMP Berwyn

#### **Outputs/ Outcomes**

The attendees were extremely pleased about the qualifications this course gave them they felt it gave them a head start when looking for work in traffic management. They are now inspired to go further on release in this area of work. Eight participants' directly benefited from the project and are keen to progress into employment through release on temporary licence (ROTL) or when they return to the community.

- 6 x Traffic Management Lantra M1 + M2 – Static Works on Single Carriageways including all forms of Traffic Control
- 6 x Health & Safety and CSCS test passes

### **Galliford Try: Careers Workshops at HMP Berwyn**

Construction Company Galliford Try were completing a job in a police station in North Wales. They were keen to give something back to the local community and launched a pilot project at HMP Berwyn in Wrexham. They advertised a careers event for residents at HMP Berwyn who were interested in either continuing or starting a career in construction.

#### **Activities**

The event was really positive with all speakers emphasising being convicted of an offence was not a barrier to securing employment within the construction industry.

- A CSR manager from Galliford Try encouraged the speakers to introduce themselves and describe their personal journey into construction.
- A project manager from Galliford Try gave a presentation about a recent development of a new school in North Wales, the techniques used and some of the roles on site.
- A team from PP O'Connor, a demolition company, gave an overview of their work and the different career options in their organisation.
- Employment agency, Hayes, gave a presentation explaining roles available and expected salaries.
- The residents from HMP Berwyn were encouraged to ask the speakers questions and there were lots of questions asked about potential roles in the construction industry.
- Galliford Try handed out a feedback form to ask the men what the construction industry could do for them in the future a similar form is included in appendix a of this framework.

### Outputs/ Outcomes

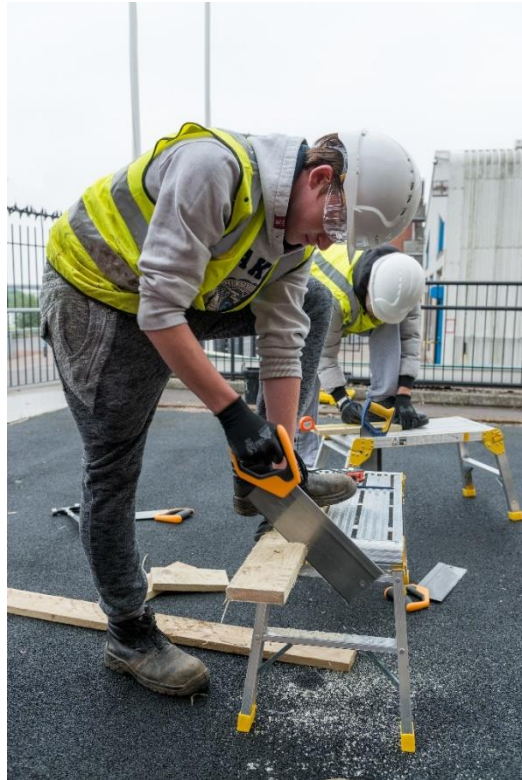
- Galliford Try delivered employability and confidence workshops in HMP Berwyn. Residents gave really positive feedback about the event.
- Participants who were staying in HMP Berwyn for the foreseeable future had something positive to aim for and could enrol in construction training knowing there were opportunities for them in the future.
- Based on the residents' feedback of how the construction industry could help them Galliford Try are continuing to work with HMP Berwyn offering support for careers fairs, CV reviewing, mock interviews, mentoring, H&S behavioural safety training and work placements on release.

### Case Study: Galliford Try

One of the residents who attended the Galliford Try workshop at HMP Berwyn was John<sup>23</sup> he was due for release. Galliford Try's CSR Manager arranged for John to complete Health & Safety and CSCS preparation and training on release. John was then given a short unpaid work trial where he worked really hard and showed enthusiasm to learn new skills. After a week-long work trial he was offered temporary employment. John continued to shine through his fixed term employment. When his temporary contract ended Galliford Try were delighted to reward John's hard work and enthusiasm with a permanent job.

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<sup>23</sup> John's name has been changed to protect his identity



John commented

***“I have been in and out of jail for 15 years, and this is my first ever job. Having this opportunity has made me want to keep out of trouble, and distance myself from old friends and ways of life. My 7 year old daughter, mum and whole family are really proud of me. Having work has given me a positive attitude, it’s changed my outlook and frame of mind. The support that I’ve received from Galliford Try has made me realise that it’s never too late to change”.***

## Section Four: Opportunities Going Forward

### The North Wales Economic Ambition Board

The North Wales Economic Ambition Board<sup>24</sup> (NWEAB) is made up of the six local authorities in North Wales; Bangor and Wrexham Glyndwr Universities; Grwp Llandrillo Menai, Coleg Cambria: the North Wales Business Council, the Mersey Dee Alliance and the Snowdonia, Anglesey and Deeside Enterprise Zone Chairs. The North Wales Economic Ambition Board<sup>25</sup> have stated a “joined-up vision for economic and employment growth for North Wales”. Explaining this will be “achieved through collaboration and partnership working, with a strong private sector involvement and a ‘Team North Wales’ approach, building close economic relationships with neighbouring areas”.

The aims behind the vision are to:

- Improve the economic, social, environmental and cultural wellbeing of North Wales.
- Support and retain young people in the region’s communities
- Address worklessness and inactivity across the region
- Support and enable private sector investment in the region to boost economic productivity and to improve the economic and employment performance of North Wales

### North Wales Growth Deal

In 2017, the North Wales Ambition Board launched the North Wales Growth Deal<sup>26</sup>. The proposals submitted to both the UK and Welsh Governments would enable investment of £1.3billion in the North Wales economy. This would be from £328m capital and £55.4m revenue of growth deal investment. Totalling a return of £3.40 for every £1 spent. There will be significant negotiations ahead with both governments before a deal is agreed. The

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<sup>24</sup> Source: National Assembly for Wales (2017). Economy, Infrastructure and Skills Committee. Available at: <http://senedd.assembly.wales/documents/s63128/19%20North%20Wales%20Economic%20Ambition%20Board%20NWEAB.pdf>

<sup>25</sup> North Wales Economic Ambition Board (2016). A Growth Vision for the Economy of North Wales. Available at <http://www.flintshire.gov.uk/en/PDFFiles/Planning/LDP-evidence-base/2016-08-Vision-for-North-Wales-Economy.pdf>

<sup>26</sup> northwaleseab.co.uk/sites/nweab/files/documents/growth\_plan\_doc\_5\_final.8.feb\_.2018english.cleaned.pdf

growth deal looks at creating a smart, resilient and connected North Wales which includes infrastructure developments such as a North Wales Metro and improved road networks.

The North Wales Growth Deal also acknowledges the importance of capitalising on the significant private sector investments in North Wales, most notably Wylfa Newydd on Anglesey, one of the largest current private sector developments in the UK.

### Construction Skills Forecasts

CITB'S Construction Skills Forecasts 2018-22<sup>27</sup> reports Wales is projected to see annual average output growth of 4.2% in the five years to 2022. The expansion will be driven by the growth of the infrastructure sector and the start of the new nuclear build at Wylfa. Some of the enabling infrastructure work on Wylfa Newydd is due to start in 2019 but this could be pushed back to 2020. 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 Government<sup>28</sup> 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.

The Wylfa Newydd development in Cemaes Bay will need a large skilled workforce. This significant investment opportunity means that Anglesey and North Wales are entering a period of positive economic change. There is currently a lack of high quality skills in the local population needed for the Wylfa Newydd development. In Anglesey<sup>29</sup> 85% of companies employ less than 9 people with tourism being a major employer in the area therefore many jobs are low quality and seasonal.

Horizon forecast that the percentage of local employment could be 22% of the Wylfa workforce, equating to 2,000 jobs for local residents at peak<sup>30</sup>. Projections<sup>31</sup> are showing a disparity between supply and demand for all occupations. As part of the Wylfa Newydd Development Horizon are committed to training and upskilling the local workforce. In its Jobs and Skills Strategy<sup>32</sup> Horizon note they will need thousands of people to build the Wylfa Newydd Power Station, and they want local people to benefit from the opportunities. They have developed a jobs and skills strategy so they can train local people to have the qualifications and experience to work at Wylfa Newydd.

Horizon's activities include working with Grŵp Llanandrillo Menai and Bangor University to promote Science, Technology, Engineering and Maths (STEM) subjects supporting student and graduate employability and providing sponsorship and sponsored research. Horizon also anticipate 250 apprenticeships will be created to

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<sup>27</sup> CITB (2018). Industry Insights: Wales. Available at: [https://www.citb.co.uk/documents/research/csn\\_reports\\_2018-2022/2018csn\\_wal\\_full\\_120218.pdf](https://www.citb.co.uk/documents/research/csn_reports_2018-2022/2018csn_wal_full_120218.pdf)

<sup>28</sup> Bevan Foundation (2017). After Brexit: Housing the nation. Available at: [https://chcymru.org.uk/uploads/events\\_attachments/After\\_Brexit\\_-\\_Housing\\_the\\_Nation.pdf](https://chcymru.org.uk/uploads/events_attachments/After_Brexit_-_Housing_the_Nation.pdf)

<sup>29</sup> Ynys Mon, The Isle of Anglesey Council (2017). Topic Paper 4 Economic Development. Available at: <http://www.anglesey.gov.uk/Journals/c/y/q/Topic-Paper-4-Economic-Development.pdf>

<sup>30</sup> As 28

<sup>31</sup> As 28

<sup>32</sup> Horizon Nuclear Power. Jobs and Skills Strategy. Available at: [file:///H:/downloads/1221-HPN\\_A4\\_fact\\_sheet\\_Jobs\\_and\\_Skills\\_2pp\\_V6%20\(3\).pdf](file:///H:/downloads/1221-HPN_A4_fact_sheet_Jobs_and_Skills_2pp_V6%20(3).pdf)

support the operation of the power station; a graduate programme and employment brokerage and pre-assessment of candidates through Job Centre Plus and other related organisations.

While the Wylfa Newydd development is going to be significant there will be more going on in the construction industry in North Wales than Wylfa Newydd. Other planned developments in North Wales include:

### **Minesto, Holyhead**

Holyhead Deep<sup>33</sup> is the first low velocity tidal energy project in the world. The UK was identified as having the best tidal conditions. Wales was selected because of environmental conditions and Welsh Government's commitment to marine renewable energy. Minesto<sup>34</sup> has developed a unique and award winning technology for cost efficient electricity generation from tidal and ocean currents, known as Deep Green. The full scale Deep Green Utility (DGU) unit, resembles an underwater kite made up of a wing with a small turbine attached to its underside, tethered to a foundation fixed to the seabed. The project will have positive impacts on local employment<sup>35</sup>. People have been recruited for highly skilled jobs in Minesto's headquarters in Holyhead. The project will create significant job opportunities in project management, engineering, assembly, construction and installation, testing and commissioning, operations, maintenance and servicing. The £25 million project has been part funded by the European Regional Development Fund (ERDF) through the Welsh Government.

### **Planned Developments North Wales**

#### **Deeside BioGas Site<sup>36</sup>**

Pegasus Group have secured planning permission from Flintshire County Council on behalf of Logik Strategic Land to build a biogas facility. It is estimated that the large waste management site in Deeside will bring a £50m investment into the area.

#### **Parc Brin Cegin**

Parc Brin Cegin<sup>37</sup>, Bangor has remained empty for almost 20 years planning permission to develop the site has been granted to Liberty Properties and it is hoped the North Wales Growth bid will help stimulate investment for the leisure park.

#### **Holyhead Marina**

Conygar Investment Company plc and Stena Line<sup>38</sup>, are seeking planning permission for a marina project, at Holyhead with a large residential element consisting of 150 apartments both for independent and assisted living. The aim of the waterfront regeneration at Holyhead is to attract more visitors to both Holyhead and Anglesey through the regeneration of existing historic building, construction and improving public access. The development will bring jobs to the area during construction and operation.

#### **The Airfields Deeside**

The Airfields in Deeside are located in the Deeside Enterprise Zone<sup>39</sup>. Outline planning permission has been granted for an industrial, retail and leisure complex there are 140 acres on the site ready for immediate development. Phase 1 infrastructure works were completed in 2017. The airfields are adjacent to England with access to Junction 16 of the M56 providing quick access to the North West's motorway network.

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<sup>33</sup> Minesto 'Holyhead Deep' Available at: <https://minesto.com/projects/holyhead-deep>

<sup>34</sup> Minesto (2017). Deep Green Holyhead Deep Project Phase 1 (0.5 MW). Non-technical Summary

<sup>35</sup> As 33

<sup>36</sup> [www.deeside.com/plans-for-new-deeside-biogas-site-given-go-ahead](http://www.deeside.com/plans-for-new-deeside-biogas-site-given-go-ahead)

<sup>37</sup> [www.thebangoraye.com/north-wales-growth-deal-finally-kick-start-development-parc-brin-cegin-bangor](http://www.thebangoraye.com/north-wales-growth-deal-finally-kick-start-development-parc-brin-cegin-bangor)

<sup>38</sup> Conygar & Stenaline. Holyhead Waterfront Regeneration. Available at: <http://www.holyheadwaterfront.co.uk/>

<sup>39</sup> The Airfields Ready for Take-off. Available at <http://theairfields.co.uk/>



### Ruabon Park, Wrexham

Ruabon Park<sup>40</sup> is a village in the County Borough of Wrexham. Wrexham Council<sup>41</sup> granted planning permission for a mixed use development of up to 319 houses, extra care housing, and a commercial development consisting of a supermarket, petrol station and hotel. Work is yet to start on the scheme but the project looks set to start as it has been reported that the Aldi supermarket has signed up for the scheme.

### Holiday Resort Anglesey

Bluestone and Land & Lakes are working together on a plan to develop a £100m holiday resort. Bluestone Holy Island Resort Ynys Mon is set to open in 2021 it is estimated it will employ 600 people during construction and 900 people during operation.

## Section Five: Support Organisations, Training and Education in North Wales

At the start of the Clean Slate Cymru project a survey was launched called 'Improving the Employment Opportunities for Ex-offenders in Wales'. The survey aimed to examine how the project could help construction employers support ex-offenders. Responses included there was a lack of knowledge of support needs and support systems; lack of links with organisations to facilitate opportunities on site and a lack of training. To address this some support organisations are listed below:

### 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.gov.uk/los-direct)

- 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 to anyone experiencing domestic abuse.
Telephone:	0808 801 0800
Email:	<a href="mailto:info@livefearfreehelpline.wales">info@livefearfreehelpline.wales</a>
Website:	<a href="https://www.livefearfree.gov.wales">livefearfree.gov.wales</a>

### Distance Learning for Prisoners

#### Prisoners' Education Trust (PET)

<sup>40</sup> Constructing Excellence 'The Power of Six' available at: <http://www.cewales.org.uk/latest-news/power-six/>

<sup>41</sup> Wrexham CBC (2015). Development Control Applications. Available at: <http://modern.gov.wrexham.gov.uk/documents/s2868/Report.pdf?LLL=undefined>

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

## Housing

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

## Mental Health & Wellbeing

<b>Advance Brighter Future Wrexham</b>	
What they do:	Advance Brighter Futures (ABF) is a local mental health charity based in Wrexham
Telephone:	01978 364 777
Email:	info@abfwxm.com
Website:	www.advancebrighterfutureswrexham.co.uk

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

## Substance Misuse

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

## Support for Veterans

<b>Veterans Health Wales</b>	
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:	http://www.veteranswales.co.uk

<b>The Poppy Factory</b>	
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 North Wales

### Construction Training

<b>CITB Training Directory</b>	
What they do:	The CITB's Construction 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:	<a href="http://www.citb.co.uk/training-and-courses/construction-training-directory/">www.citb.co.uk/training-and-courses/construction-training-directory/</a>

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

<b>Groundwork North Wales</b>	
What they do:	Groundwork deliver projects across North Wales creating better neighbourhoods, building skills and job prospects helping people to live and work in a greener way.
Telephone:	01978 757524
Email:	<a href="mailto:info@groundworknorthwales.org.uk">info@groundworknorthwales.org.uk</a>
Website:	<a href="http://www.groundworknorthwales.org.uk">www.groundworknorthwales.org.uk</a>

<b>Colwyn Bay Men's Shed</b>	
What they do:	Promotes men's health and wellbeing through practical activity.
Telephone:	01492 440484
Email:	<a href="mailto:malcolmworth@gmail.com">malcolmworth@gmail.com</a>
Website:	<a href="http://www.colwynbaymensshed.org.uk">www.colwynbaymensshed.org.uk</a>

<b>Wrexham Warehouse Project</b>	
What they do:	Construction training for young people
Telephone:	01978 664 832
Email:	<a href="mailto:info@wrexhamwarehouseproject.co.uk">info@wrexhamwarehouseproject.co.uk</a>
Website:	<a href="http://www.wrexhamwarehouseproject.co.uk">www.wrexhamwarehouseproject.co.uk</a>

### 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/](http://www.uwtsd.ac.uk/cwic/current-training-courses-and-engagement-events/)

### Further and Higher Education North Wales

#### Coleg Cambria

Coleg Cambria was formed in in 2013 following three separate mergers. It is one of the largest colleges in the UK with 7,000 full time students and 20,000 part time learners. It is based across six sites on the North East Wales border with locations at Wrexham, Connah's Quay in Deeside, Ruthin in Denbighshire, and Northop in Flintshire. Coleg Cambria offers a selection of full-time and part-time courses including A Level's, GCSEs and BTEC's. Construction courses include a Level 1 Pathway into Construction, a BTEC Level 3 in Construction and professional development courses such as NEBOSH. The college also offers Traineeship and Apprenticeship opportunities.

<b>Coleg Cambria</b>	
Locations:	Connah's Quay, Northop and Wrexham

Phone Number:	0300 30 30 007
Email:	<a href="http://www.cambria.ac.uk/contact">www.cambria.ac.uk/contact</a>
Website:	<a href="http://www.cambria.ac.uk">www.cambria.ac.uk</a>

### Grŵp Llandrillo Menai

The Grŵp aims to support the economy of North Wales by equipping local people with the skills and qualifications needed to ensure the competitiveness and success of the region. They offer opportunities to study locally for degrees and professional qualifications to enable more young people and mature learners to achieve their potential. They offer 68 construction and built environment courses Sites are based at Abergele, Bangor, Caernarfon, Colwyn Bay Library, Denbigh, Dolgellau, Glynllifon, Holyhead, Llangefni, Parc Menai, Penrallt Centre, Pwllheli, Rhos-on-Sea and Rhyl.

Grŵp Llandrillo Menai	
Locations:	Rhos-on-Sea, Bangor and Dolgellau
Phone Number:	Coleg Llandudno: 01492 542338 Coleg Menai: 01248 370 125 Coleg Meirion-Dwyfor: 01341 422 827
Contact:	<a href="http://www.gllm.ac.uk/contact">www.gllm.ac.uk/contact</a>
Website:	<a href="https://www.gllm.ac.uk">https://www.gllm.ac.uk</a>

## Appendix A: Consultation Form for Prison Construction Careers Event

### Support Form for Construction Careers Event at (Insert Name of Prison)

Name:	
Prison Number:	
Area returning to:	
Release date:	
Have you worked in the construction industry?	
Do you have a CSCS Card?	
Can you write down any construction qualifications	

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you have?	
What job would you like in construction?	

How can we help you prepare for getting a job in the construction industry? (Please tick)

Interview practice with a construction employer	
One to one construction careers advice	
CSCS test preparation	
Construction careers workshop to learn about different careers	
CV workshop	
Construction careers event	
Health & safety training session	
Employment agency talk and registration	

Can you think of any other ways we can support you?	
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## Appendix B: Organisations that contributed to the North Wales Framework

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

Amberon  
Brenig Construction  
Construction Industry Training Board (CITB)  
Creating Enterprise  
HMP Berwyn  
ITEC  
Jigsaw  
Kick Start Employment  
Nacro  
North Wales Police  
Read Construction  
Scape Group  
Wrexham Glyndwr University  
Wrexham Warehouse Project

