

HS2

More than a railway






Richard Winter: Education Manager, HS2

Shilpi Akbar: Skills, Employment and Education Lead, Balfour Beatty VINCI

Joining up Britain

HS2 will be the backbone of Britain's rail network

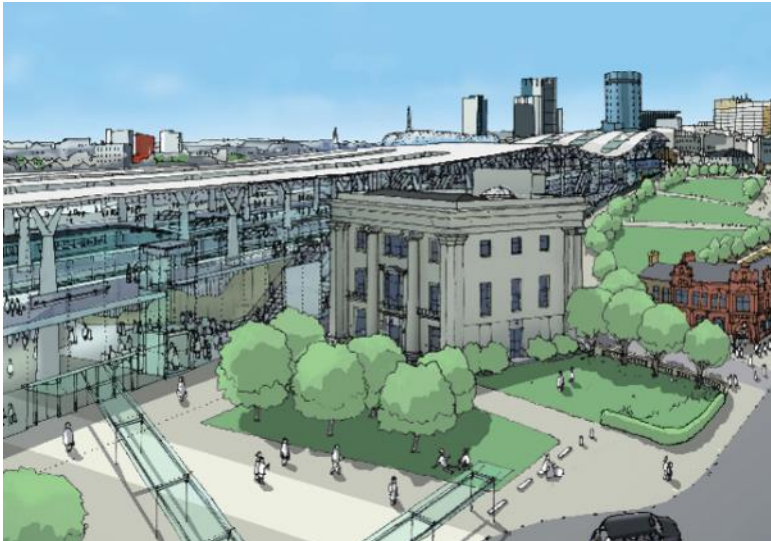


-  Destinations served by HS2
-  HS2 line (Phase One - Completed 2026)
-  HS2 line (Phase 2a - Completed 2027)
-  HS2 line (Phase 2b - Completed 2033)
-  HS2 services on existing network

Based on current indicative train service specification.
Final HS2 timetable subject to consultation.



HS2 Stations



Curzon Street



Interchange



Old Oak Common



Euston



More than just a railway



**Economic
growth**



**Capacity &
connectivity**



**Value for
money**



**Customer
experience**



**Skills and
employment**



**Health, safety
and security
standards**



**Sustainability
and being a good
neighbour**



A new generation

HS2 and our suppliers help train a new generation of engineers and skilled workers.



HS2

Skills Challenge



Forecast peak workforce on HS2 project?

a) 9,000

b) 20,000

c) 30,000

Target number of apprenticeships?

a) 500

b) 1000

c) 2000

Over the lifespan of the HS2 project

New engineers needed each year in UK?

a) 79,000

b) 124,000

c) 204,000

At Level 3 (A Level equivalent) or above in core roles (Engineering UK: State of Engineering 2018).

Shortfall of engineers each year in UK?

a) 22,000

b) 37,000

c) 59,000

At Level 3 (A Level equivalent) or above in core roles (Engineering UK: State of Engineering 2018).

% of women in UK engineering workforce?

a) 4.4

b) 12.0

c) 20.5

At Level 3 (A Level equivalent) or above in core roles (Engineering UK: State of Engineering 2018).

% BAME in UK engineering workforce?

a) 6%

b) 8%

c) 12%

At Level 3 (A Level equivalent) or above in core roles (Engineering UK: State of Engineering 2018).

HS2

Education Programme



STEM workshops





National and Regional Careers Events



School careers activities

INDUSTRY DAY

The Bolsover School hosted their annual Year 10 Industry Day on the 26th January 2018.

We know how important it is for our students to have opportunities to learn from employers about the world of work, and as part of our careers programme, every year we arrange Industry Day. This is a full school day dedicated to careers and employability themed activities, and all students in Year 10 take part in a mock job interview with an employer.



Over 25 employers spent the day in school and we were very fortunate to have representatives from Barclays Bank, HS2, Robert Woodhead Construction, KT Hair Academy, Travis Perkins, the Army, Webs Training Ltd, Job Centre Plus and also staff from the local colleges and training providers such as Chesterfield College, Vision West Notts College and DANCOP. Employers outlined to our students the skills required in the workplace, and how important it is to gain some work experience or to take part in schemes such as the Duke of Edinburgh Award. Our main hall was buzzing with activity with over 150 students going through the interview process. The day culminated in a presentation assembly where prizes and

certificates were given to students who employers felt performed particularly well in the interview, with a special mentions for students who had prepared an excellent CV too.

We would like to thank all the visitors for taking the time to join us and for being so fabulous in sharing their wealth of experience with our students and we look forward to running the event again this time next year.



Quotes from employers:

'I enjoyed the day and the young people I interviewed were lovely. I hope the discussions we had and suggestions I gave them for the future will be useful for them.'

Tina Howe, Webs Training Ltd

'Really enjoyed the event and it was lovely to get involved. All the students were lovely and a pleasure to meet. Very well organised event.'

Abigail Dukes, Chesterfield College.

'I enjoyed working with your students, they did your school proud.'

Danielle Blower, Vision West Nott's College.

'Another great day.'
Paul Dempsey, Barclays Bank.



Workplace visits and placements



Online resources



Where would you like to work?



In an office



On a building site



The great outdoors



Travelling to different places

hs2.org.uk/education

HS2

Skills and Employment



Apprenticeships

Worklessness

Educational & career support

Apprentice
starts
 $\geq 75\%$

Workless job
starts

Support for
NCHSR

Placement
positions

Existing
apprentices
 $\leq 25\%$

Workless
graduate
starts

Professional
status

Schools
engagement



Live contracts with SEE requirements?

a) 18

b) 31

c) 40

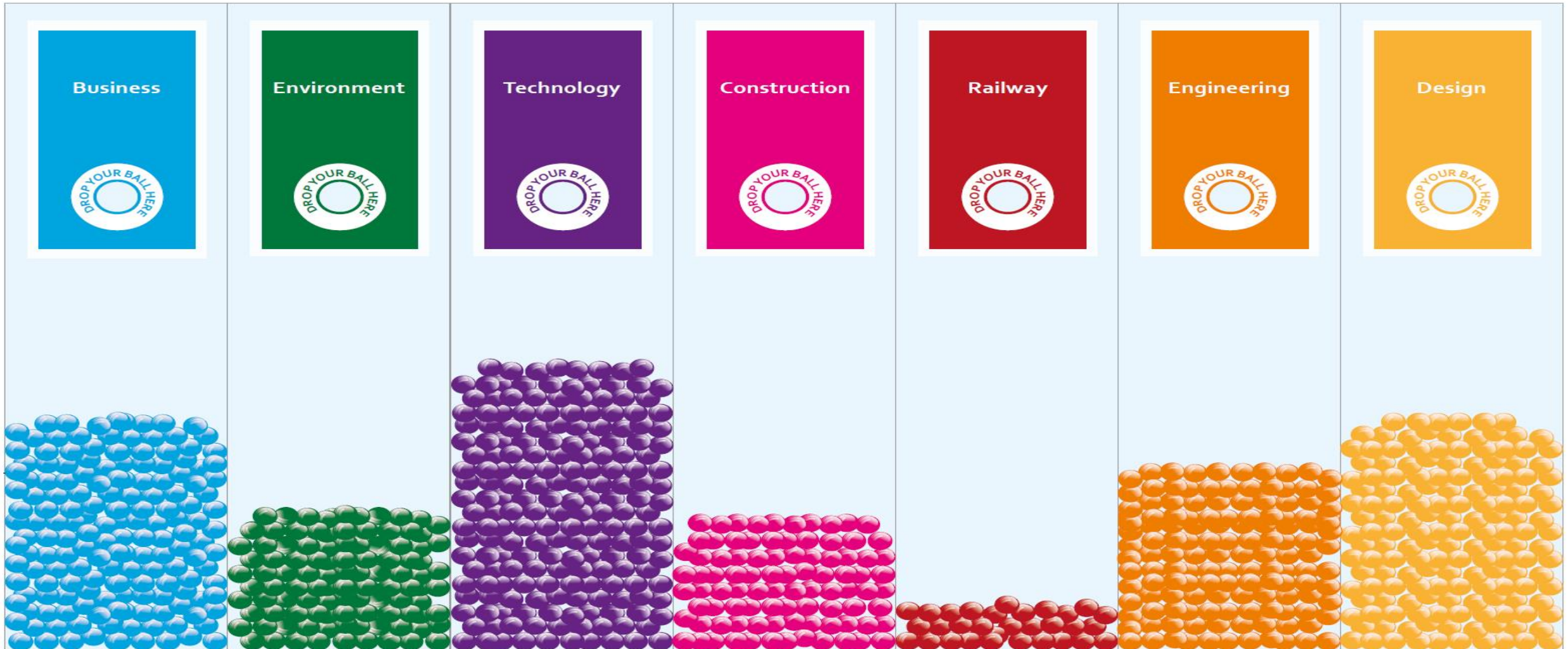
HS2

Balfour Beatty VINCI

Main Works Civils Contractor – Area North



Almost a quarter of today's railway workforce is due to retire by 2028...





5 Reasons Why Diversity and Inclusion Matter

1

Diversity and inclusion are quite simply the right thing to do

Women account for **60%** of college graduates

...but only **3%** of leaders worldwide



2

It's good for business

85% of CEOs said it's improved their bottom line*



*18th Annual Global CEO Survey

3

If organisations don't manage diversity properly, they'll get left behind

77% of CEOs said they already have a diversity and inclusion strategy or plan to adopt one in the next 12 months*



*18th Annual Global CEO Survey

4



Diversity plugs the talent gap for businesses – and is also good for society

Increasing the level of female employment could help raise GDP^

5% in the US

11% in Italy

27% in India



^Catalyst

5

Diversity and inclusion bring us all opportunities to learn from others and grow.



Tactics

- To work strategically with key partners across the region – sharing intelligence/priorities
 - To proactively connect WM priority communities and unemployed residents to skills programmes, jobs and apprenticeship opportunities
 - To maximise existing funding, resources and ‘best in class’ partner expertise
 - To engage and target the region’s youthful population to build our future talent pool. Retune the skills of unemployed adults, older and/or at risk workers
 - To attract underrepresented groups through effective partnership working e.g. welfare to work providers, specialist support agencies, Buildforce, HMP Service, disability networks, etc
 - Use models of best practice, evidence of what works
 - Build sustainability into what we do
-

Stage 1



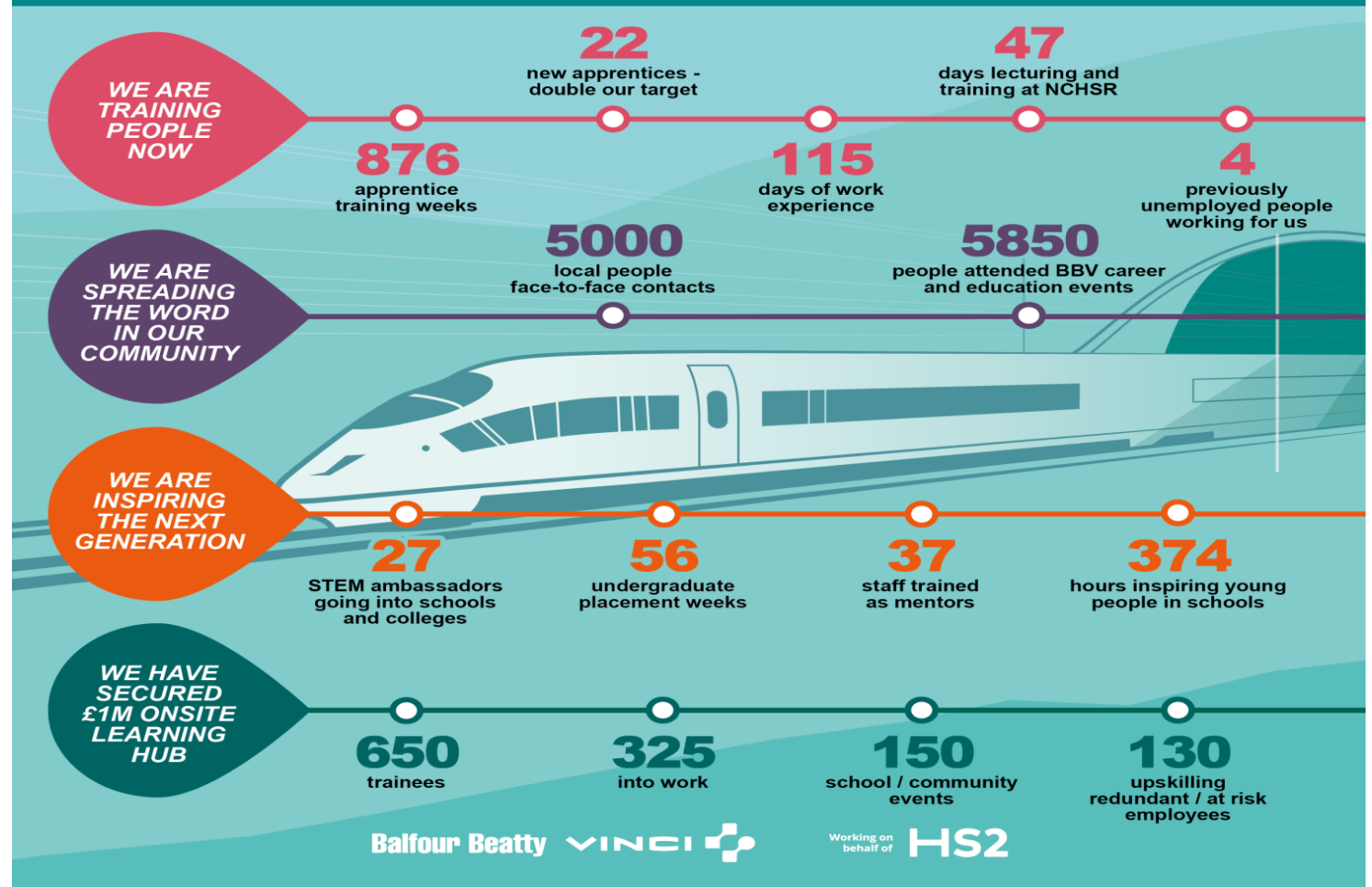
225 People in stage 1

- 65 new hires, of which 41 are local to West Midlands
- 21% Female,
- 13 % BAME
- 19 Nationalities
- 15% Ex-pats

Outperformed on every SEE priority metric

- Targeted 27 SEE outputs at the start of the stage 1- achieved 38

BALFOUR BEATTY VINCI TRAINING OUR COMMUNITY TO MEET THE WORKFORCE CHALLENGE 2018/19



BBV targets Stage 2



- ❑ 5% of our workforce will be apprentices throughout the programme, this is across our workforce and our supply chain
- ❑ 500 people who were previously unemployed will be given an opportunity on the Project. Plus 70 Graduate Job Starts
- ❑ We will provide 1500 days of work placements to those considering STEM careers, these will include placement from the military and local schools/colleges
- ❑ We will provide 200 days lecturing at NCHSR and combine with broader support for the college
- ❑ We will deliver 150 School Engagement Events pa
- ❑ We will support the achievement of 30 Professional Accreditations pa

Resourcing

Resourcing

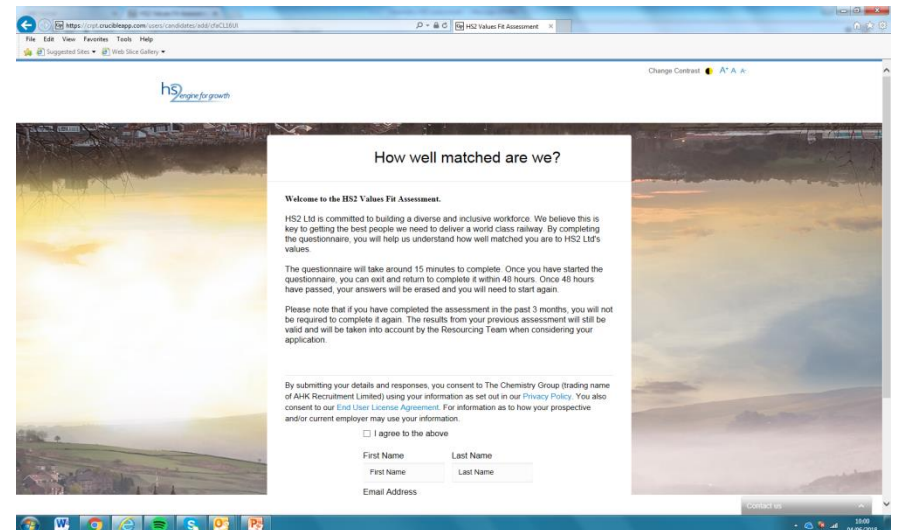
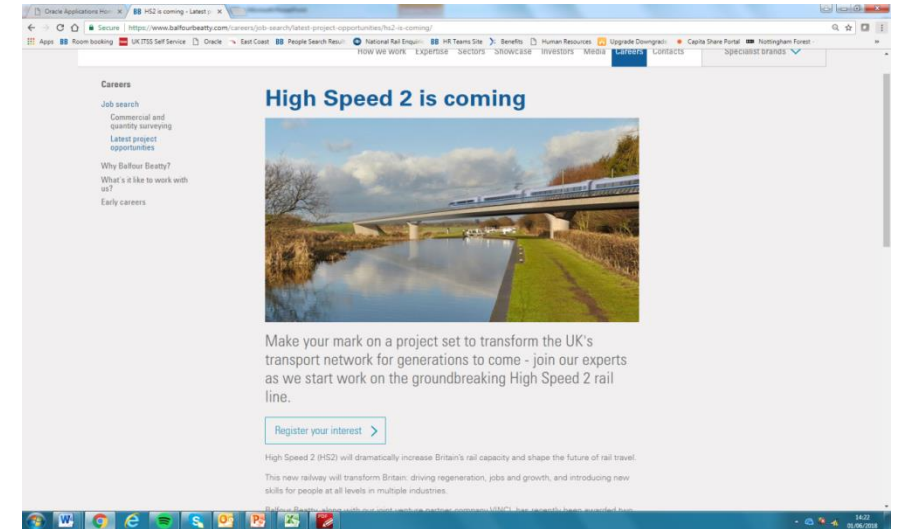
- 1200 opportunities for staff, 7,000 operatives
- Target 50% staff appointed from parent companies
- Balance of staff to be sourced from the market
- Created dedicated BBV employment company aligned to parent company support, working collaboratively with MWCCs

Recruitment Pipelining

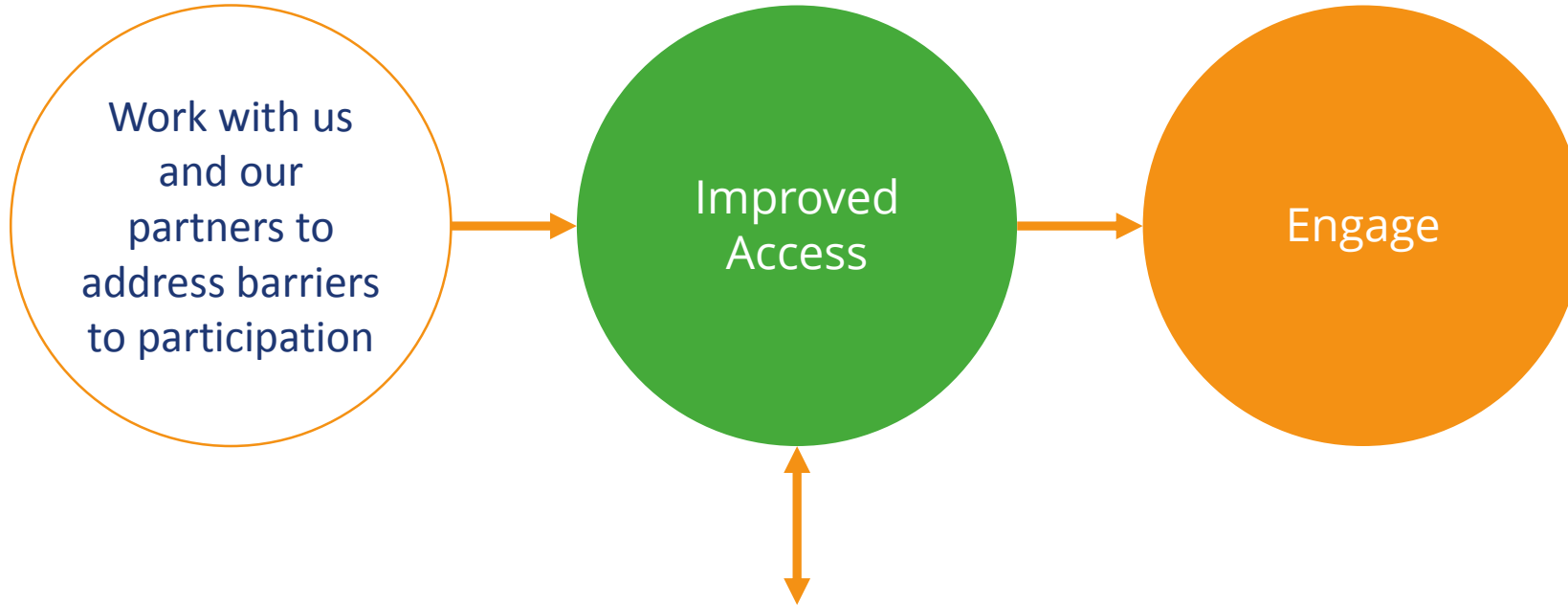
- CRM, Beamery, Google - systems investments made in recruitment
- 1800 people who have registered an interest already
- Utilise local public/3rd sector providers to pipeline people into jobs and training

Selecting the right people

- Aligned to HS2 values and collaboration ethos – making sure we select people who will behave in the right way
- Supply chain partners instructed to price 100% PAYE



What we expect of our supply chain



We will support our suppliers to:



HS2

SKILLS, EMPLOYMENT AND EDUCATION COMMUNITY ALLIANCE



Make use of lead-in times

Localised promotion and publicity – increased awareness in jobs and construction programme

Simplified job descriptions – jargon free, informative

Robust and meaningful training into employment pathways – clear line of sight

Fit for purpose recruitment and selection processes

In-work development and progression - traceability

Who we need – Construction Programme

Piling/specialists

Steel fixers

Pipe layers

Electricians

Banksman

Tunnel Boring machine ops

Scaffolders

General operatives

Plant operators

Traffic Marshalls

Slinger/signallers

Miner

Welders

Carpenters

Concrete finishers

Cable jointers

Crane operators

Concrete Pump operators

Bricklayer



Non-construction workforce

Site supervisors

BIM/surveying

Project Management

Works Management

Welfare/canteen/cleaning

Temporary works

Health and safety

Foreman

Engineering/design mgt

Quality assurance

Procurement

IT and network specialists

Office management/admin

Logistics

Commercial

Project control

Section Managers/Agents

Finance and site support

Safety/environment

Project/risk manager

Community Engagement



Case Study: Women into Construction



- 15 successful applicants
- 2 week employability course at South and City College (CSCS cards)
- 4 week work placements at HS2 Ltd, as well as the supply chain: LMJV, BBV, WSP, Eiffage Kier, Fusion, Bechtel, AECOM, Jacobs & CLM.
- Placements in varied roles office based and site based.
- In Partnership with Women into Construction, West Midlands Combined Authority, Birmingham City Council, and South and City College.

BBV Apprenticeships

Project Management and Construction

Commercial and Finance

Design and Engineering Management

Health, Safety, Environment and Quality

HR and business administration functions

Various construction – supply chain



Questions?

skills@hs2.org.uk

Shilpi.Akbar@balfourbeattyvinci.com

