

CASE STUDY

Construction Careers

Work Experience Placements

As part of our commitment to social value, M&Y welcomed six learners from The Learning Foundry for work experience placements across our operational teams.

Participants gained practical insight into careers within construction, maintenance and compliance services while developing key employability skills including communication, teamwork and resilience.

Feedback demonstrated significant increases in confidence and understanding of the sector, with learners describing their experiences as "Amazing", "Exciting" and "Brilliant".

The initiative forms part of M&Y's wider approach to creating sustainable social value by supporting pathways into employment and developing future industry talent.



Creating Pathways into Construction

Project Overview

Partner: The Learning Foundry

Objective: Provide meaningful work experience opportunities for learners interested in careers within construction and maintenance.

The Mission

M&Y hosted six work experience learners across Electrical, Gas and Operations teams, providing direct exposure to real-world working environments and experienced trade professionals.

Each learner was paired with colleagues who offered practical guidance, mentorship and support throughout the placement.



"Things are heavier than i expected! But I have been working with Mia and she has been very supportive and patient while I have been on my experience"

Hannah, TLF Learner

THE STORY SO FAR

What our learners told us



What surprised them most?

"How important it is to double check your work."

"How good it is to meet new people."

"It's not as stressful and uncomfortable as I thought it would be."

"How heavy certain things are."

"The human interaction with customers on site."

"How interesting the job is."

Skills developed

Across the placements, learners developed:

- ✓ Confidence
- ✓ Communication
- ✓ Teamwork
- ✓ Resilience
- ✓ Problem-solving
- ✓ Collaboration
- ✓ Time management
- ✓ Basic electrical knowledge
- ✓ Gas safety knowledge
- ✓ Plastering skills

What did they learn about themselves?

"I'm up for anything."

"I like to learn new things."

"Even though something might seem challenging, if I put my mind to it I can get it done."

"I've learned how to do new things and that things take time to learn."

"I'm confident."

"I can be adaptive to different situations."

Favourite parts of the placement

"The people"

"Meeting new people and learning new skills"

"Experiencing trade work first-hand"

"Learning a new skill"

"Having a routine and keeping busy"

"Understanding how the company works"



THE STORY SO FAR

What our learners told us

The people behind the experience

One of the strongest themes running through every response was the support learners received from M&Y colleagues:

"Ant, Connor and Peter have all been outgoing and amazing to work with."

"Mark has been supporting me and tells me what he does on each step of fixing something."

"Kenny is an amazing teacher and has a very good way of helping explain things."

"Mia has been very supportive and patient."

"Adam has been easy to get along with and a good role model."
"They are very supportive and helpful."

In one word, M&Y is...

- ★ Amazing
- ★ Exciting
- ★ Surprising
- ★ Interesting
- ★ Brilliant

"even though something might seem challenging if I put my mind to it I can get it done"

**REUBEN, TLF
LEARNER**

THE CHALLENGES and how they overcame them



Challenge	How they overcame it
Learning new terminology	Understanding what the terms meant
Looking for tools in the van	Asking for help
Fitting new boiler pipes	Asking questions and seeking advice
Skimming and cutting plasterboard	Practising techniques repeatedly
Meeting new people	Building confidence through conversations
Waking up early for work	Coffee in the morning ☕

FUTURE TALENT HAS NO GENDER

The programme helped develop employability skills, increase confidence and create pathways into the construction sector, supporting local people to explore future career opportunities.

One of the most encouraging outcomes from this year's placements was the diversity of learners taking part.

Of the six learners welcomed to M&Y, four were women, reflecting growing interest in careers traditionally underrepresented by women within the construction sector. Throughout their placements, learners gained experience across electrical, operational and maintenance environments, developing practical skills, confidence and industry knowledge alongside experienced colleagues.

At M&Y, we believe the future of construction depends on attracting talented people from all backgrounds and creating opportunities for everyone to succeed.



IN PARTNERSHIP WITH:

