



Creating Careers in Cumbria West Cumbria

Creating Careers in Cumbria (CCC) is a seven week employability skills programme developed by Morgan Sindall in partnership with Copeland Borough Council, Jobcentre Plus, Gen2, Lakes College and Inspira.

The programme is a combination of team building and development activities, work experience and modular based training. It enables candidates to further develop their CVs and regain confidence to enhance their ability to gain employment.

Course structure

Week one - Structured around leadership and development, this includes an introduction to Morgan Sindall followed by a three-day residential course at The Outward Bound Trust in Eskdale. The course aims to develop team building and self-management skills, and strengthen the confidence of candidates based on our core values and standards. The activities range from mountain walking and canoeing to a business simulation exercise. This adventurous programme creates an ideal learning environment to build the required skills and enable candidates to push their limits in a safe environment.

Week two - This involves candidates attending external training courses, delivered by Inspira, Jobcentre Plus, Gen2 and Lakes College and Morgan Sindall such as CV writing, interview techniques, presentation skills, employability skills, practical training courses and classroom based training courses. The practical courses include Institution of Occupational Safety (IOSH) working safely, Construction Skills Certification Scheme (CSCS), First Aid, IT, Business Management, Project Planning and more role specific courses such as Ground Worker Training and Manual Handling.

Weeks three to seven - Involves four weeks of work experience either with Morgan Sindall or with our supply chain, in an area where the candidate has shown the most potential during the interview process.

Graduation day - At the end of the programme, a graduation ceremony takes place with invited representatives from our supply chain. Each candidate presents their personal experiences from the programme and has the opportunity to meet supply chain representatives and handover their CV's to potential employers.

Overall the scheme continues to be very beneficial in sourcing employees who may not have joined our business or our supply chain family through the more traditional recruitment routes.



Enhancing communities

- Reducing the unemployed statistics in West Cumbria
- Providing invaluable skills
- 74% of participants have secured employment after attending the programme.

Awards

- Sellafield Ltd Excellence Award, 2016 for providing the community and taxpayers with a socioeconomic and growth return on their investment at Sellafield.

Partners

- Copeland Borough Council
- Jobcentre Plus
- Gen2
- Lakes College
- Inspira.