

## 900 Shared Apprentices employed across the Region

**S**killed professionals are the backbone of progress in the world of construction. That is why, here at Cyfle, we are delighted to reveal the success of our Shared Apprenticeship Scheme. Since its inception, the scheme has not only provided invaluable opportunities to over 900 individuals but has also significantly contributed to the growth of the Welsh construction industry and the Welsh economy.

From the outset, the Shared Apprenticeship Scheme has been dedicated to shaping the careers of aspiring construction professionals. Over the years, it has successfully placed apprentices in various trades, including bricklaying, plastering, carpentry, electrical, plumbing, business administration, and more. What sets this scheme apart is its commitment to providing a comprehensive learning experience, blending classroom instruction with hands-on practical work.

The impact of the Shared Apprenticeship Scheme goes beyond simply the number of individuals who have taken part. The scheme continues to create ongoing job opportunities within our local communities. Over 90% of the apprentices who have completed the programme have transitioned into gainful employment with local contractors. Some have even gone on to establish their own businesses, contributing not only to their personal success but also to the economic vitality of the communities they serve.

This year alone, the scheme has supported 62 individuals in their journey towards becoming skilled professionals in the construction industry. These success stories are a testament to the effectiveness of the programme in nurturing talent and providing a solid foundation for career growth.

The economic impact of our Shared Apprenticeship Scheme is also substantial. The scheme has so far generated over £20 million in wages alone, a testament to the tangible benefits it brings to both apprentices and the local economy. By filling the skills gap and creating opportunities for employment in communities across Carmarthenshire, Pembrokeshire, Ceredigion, Neath Port Talbot, and Swansea, the scheme has become a driving force in regional economic development.

In recognition of its outstanding contributions, the Shared Apprenticeship Scheme was granted charitable status. This recognition is a testament to the scheme's commitment to fostering innovation and promoting opportunities for aspiring construction professionals.

Furthermore, we have been honoured with two prestigious Queen's Awards for Enterprise in the Innovation and Promoting Opportunity categories.



These accolades underscore the scheme's excellence in providing a dynamic and effective platform for the growth and development of the construction workforce.

One of the most significant outcomes of the Shared Apprenticeship Scheme is its role in creating a cycle of success. Former apprentices, now seasoned professionals, are actively involved in paying it forward by providing apprenticeship opportunities to the next generation of construction professionals. This cyclical approach ensures a sustainable pipeline of skilled workers, contributing to the longevity and vibrancy of the construction industry in Wales.

The Shared Apprenticeship Scheme is not merely a training programme; it is a catalyst for positive change in the construction sector. By empowering individuals with the knowledge, skills, and real-world experience they need to thrive in the industry, the scheme has become a cornerstone in the foundation of Wales's construction workforce. As it continues to evolve and inspire, it undoubtedly stands as a shining example of how strategic initiatives can bridge the skills gap, foster economic growth, and shape the future of an entire industry.

Anthony Rees, Managing Director at Cyfle Building Skills, said: "Witnessing the transformative impact of our Shared Apprenticeship Scheme has been truly gratifying. We set out with a vision to not only fill the skills gap in the construction industry but to cultivate a community of skilled professionals who would become the backbone of Welsh construction. The overwhelming success of our programme, with

over 900 apprentices and counting, reflects not just our commitment but the dedication of the entire team and our partners.

"The stories of apprentices-turned-professionals and entrepreneurs are a testament to the efficacy of our approach. Beyond the numbers, it's about building futures, creating opportunities, and leaving a lasting legacy in the communities we serve. We are proud of the recognition bestowed upon us, with charitable status and two Queen's Awards for Enterprise, but the true measure of our success lies in the enduring impact we've made on individual lives, the local economy and the construction landscape in Wales."

### OUR IMPACT

Shared Apprentices

**900**

Apprentice wages

**£20M**

*"To educate, inspire and support people to develop careers in the construction sector"*

# Celebrating the achievements of two inspiring apprentices

**W**e are thrilled to shine a spotlight on two exceptional young apprentices who have demonstrated unparalleled dedication and determination in their pursuit of success in the construction industry. Leo Blud – from Pembrokeshire College – and Richard ‘Jay’ Munkley – from Gower College – have risen above adversity, inspiring us all with their remarkable journeys to the Youthbuild UK Young Builder of the Year Awards final, where they both achieved remarkable success.

## Richard ‘Jay’ Munkley: Runner-up

Youthbuild UK’s annual events showcase the transformative power of the construction industry in the lives of young individuals. Among the awards presented, the Young Builder of the Year stands as a symbol of perseverance and achievement. In 2023, Richard ‘Jay’ Munkley’s journey to the Young Builder of the Year final is a testament to resilience, determination, and his passion for carpentry, and we congratulate him on his runner-up position.

Jay’s journey has been marked by numerous challenges. At nine years old, his parents split up, leaving Jay to live with his mother and older brother. During the COVID-19 pandemic, his mother’s abrupt departure left Jay as the primary caregiver for his disabled older brother, who suffers from Spina Bifida.

Despite these immense challenges, Jay remained committed to his carpentry apprenticeship, attending college and site work while managing his brother’s care. Even as his physical health deteriorated, Jay’s determination never wavered.

Jay’s enthusiasm for carpentry remained unwavering, and he even

took on home repairs, showcasing his dedication to his craft. His training path has now led him to a Level 3 NVQ Carpentry Apprenticeship. His work placements at Coastal Housing and DC Carpentry spoke highly of his work ethic, helpfulness, and punctuality.

With a Level 1 Multiskilling and Maths Essential Skills qualification, Jay is currently pursuing a Level 3 NVQ Carpentry Qualification, with dreams of starting a business alongside his brother, renovating properties and providing essential support for his brother’s health needs.

Jay’s journey is a powerful reminder that determination and resilience can overcome even the most challenging circumstances. His story showcases the potential that lies within young people, especially when they receive support, mentorship, and opportunities within the construction industry.

To those facing similar challenges, Jay offers a message of hope: “Things will get easier, and there’s always someone worse off than you.”

Here at Cyfle, we are proud to have played a part in Jay’s success story and remain committed to empowering more young individuals to achieve their dreams in the world of construction.

## Leo Blud: Commended

Another success story at this year’s Youthbuild UK Young Builder of the Year Awards is Leo Blud, who has emerged as an inspiring example of what can be achieved with the right opportunities and unwavering determination, and who was commended on the awards night.

Leo’s early life was marked by significant challenges. Raised in a single-parent family with two younger siblings, he was withdrawn from formal education at a young age, adhering to traditional gender roles within his community.



Leo took on the role of breadwinner for his family, further complicated by his mother’s health issues. Despite his lack of formal education, Leo displayed resourcefulness beyond his years, obtaining a driving license, a car, and securing insurance.

Between the ages of eleven and eighteen, Leo worked various jobs, providing for his family while gaining invaluable life skills. At eighteen, he began a development course with Pembrokeshire County Council, which eventually led him to Cyfle Building Skills. With our support, Leo embarked on a journey of education and skills development, currently pursuing a Level II Maintenance qualification that covers brickwork, plastering, carpentry, painting, and plumbing.

Leo’s placements, organised by us here at Cyfle, have been transformative. His exceptional work ethic, hand skills, and positive attitude have earned him respect and praise from colleagues and mentors alike. Leo’s ability to thrive in various teams, honed during his early working years, makes him an integral part of any group.

As an exemplary apprentice, Leo’s impeccable timekeeping, attendance, and positive attitude have made him a valuable asset to his employers. His eagerness to work is so strong that he needs reminders to take annual leave. Leo’s journey serves as a powerful reminder that with determination, hard work, and the right opportunities, young individuals can overcome challenges and achieve greatness in the construction industry.

Upon completing his Level II Maintenance qualification, Leo plans to enter a plumbing apprenticeship, with long-term aspirations of establishing his own business in the engineering field. Leo’s story is an inspiration to all, and we wish him every success in the forthcoming Youthbuild UK final and his future career.

We congratulate both Jay and Leo on their achievements and in overcoming the challenges they have faced, and wish them both the very best in their future careers in which we are sure they will excel.

## Cyfle building skills South West Wales Onsite Hub Performance Data



### OUR IMPACT

Candidate starts

**1002**

Job starts

**564**



## 'Futurescape' initiative launched to tackle future skills shortage

**I**n partnership with RD Group and Young Dragons CIC, we are thrilled to announce the launch of 'Futurescape' an exciting new initiative aimed at tackling future skills shortages within the building services sector.

Futurescape aims to challenge perceptions and raise awareness of the exciting potential career opportunities within the construction, engineering and renewable energy industries. It will place a particular emphasis on green technologies and their role in improving the built environment and developing more sustainable buildings.

Futurescape will use innovative, immersive technologies and engaging learning experiences that will expose young people to real life experiences in a virtual environment and allow them to gain a deeper understanding of the industry and potential career paths.

The project will involve children in both primary and secondary schools coming together to work on a real-life project supported by companies who will engage with the schools and provide opportunities for young people to gain a meaningful understanding of the vast range of opportunities that exist within the sector.

The project, which will span the Swansea Bay economic area (Swansea, Neath Port Talbot, Carmarthenshire and Pembrokeshire), is part funded by the Skills and Talent Programme under the Swansea Bay City Deal.

The school engagement will be led by Young Dragons CIC, a Swansea-based community initiative dedicated to helping young people develop entrepreneurial



skills: creativity, problem solving, innovation, communication, negotiation and decision-making.

Anthony Rees, Our Regional Manager, said: "There's a real need to tackle perceptions about what it's like to work in the built environment. A lot of young people think that working in construction means low skilled, low paid jobs, but the reality is that there are lots of high value job opportunities from apprenticeships to post graduate level."

Dave Kieft, Managing Director of the RD Group, added: "The built environment is undergoing significant change due to advancements in technology and

materials. It's essential that we invest in forward-thinking approaches, to prepare future generations for the emerging opportunities and challenges of the industry's next industrial revolution."

Sue Poole, Director Young Dragons CIC, said: "We are really excited to be using innovative tools that will not only inform children about potential further opportunities but will also help them develop the employability skills that they will need later in life."

**If you'd like additional information please contact Kathryn David, Director of Young Dragons CIC on [info@young-dragons.co.uk](mailto:info@young-dragons.co.uk)**

## Successful first six months at "Ystafell Jac"

**I**n a heartwarming moment for the community, The Jac Lewis Foundation proudly inaugurated "Ystafell Jac" in the vestry of St Davids Church, Saron, in July 2023. Nestled within the picturesque grounds of St Davids Church, this dedicated space has become a hub for transformative activities, hosting child and family therapy, child music therapy, and cartoon club.

Ystafell Jac also serves as the venue for a diverse array of dedicated adult groups, such as art therapy, nature-focused sessions, and a grief group. Every week, an inspiring 50 individuals participate in the various activities offered within Ystafell Jac, and the room is a constant hive of daily engagement.

On November 30th, 2023, an open evening showcased the remarkable accomplishments of the past year. The event spotlighted the creative endeavours of our dedicated groups, featuring captivating artwork, nature-inspired projects, skilfully crafted cartoons, and handmade Christmas decorations adorning the group Christmas trees.

The open evening drew a vibrant crowd, including trustees of the charity, enthusiastic volunteers, and representatives from local community groups. It was a delightful opportunity to share the impact of our collective efforts.

Since the inception of the charity, we've had the privilege



of welcoming 3,451 individuals from the local community, with 350 being under the age of 18. This signifies the profound reach and positive influence that The Jac Lewis Foundation has had on the lives of those we serve.

We extend our gratitude to all who have contributed to making Ystafell Jac a beacon of support and healing in our community. Your commitment has truly made a difference.

## Special thanks to all our Partners:



**For a full list of our Shared Apprenticeship and South West Wales Onsite Hub Companies visit: [www.cyflebuilding.co.uk](http://www.cyflebuilding.co.uk)**



# SUSTAINABILITY FOCUS

## 600 individuals benefit as Low Carbon Awareness Course contributes to sustainable construction



**A**s part of our commitment to helping cultivate environmentally conscious practices within the construction industry, we are thrilled to witness the resounding success of our groundbreaking Low Carbon Awareness Course, funded by the Skills & Talent programme. Since its inception, this course has empowered nearly 600 individuals, extending its reach to diverse audiences in schools, colleges, and prisons across the South Wales region.

This milestone achievement is not only a testament to our commitment but also aligns seamlessly with the Welsh Government's ambitious Net Zero goals. As Wales charts its course towards a sustainable future, our Low Carbon Awareness Course stands as a strategic initiative addressing the pressing need for reduced carbon emissions within the construction sector. By equipping participants with comprehensive knowledge on reducing carbon in construction, our course addresses the expectations set by the government, contributing actively to the collective effort of achieving Net Zero targets.

Comprising four comprehensive modules, the Low Carbon Awareness Course aims to instil a profound understanding of low carbon and net zero principles, ensuring participants are equipped to implement sustainable practices in their future roles within the construction sector.

The first module provides a foundational understanding of carbon emissions, their impact on global warming, and the urgent need

for a shift towards net zero within the construction industry. Participants explore the industry's efforts to reduce carbon footprints and are encouraged to contribute to the collective goal of achieving net zero.

Module two delves into the significance of retrofitting existing buildings to reduce carbon emissions. Participants learn how to identify retrofit opportunities, understand the challenges and benefits, with a particular focus on developments in Wales.

Addressing the shortcomings of the historically high-carbon construction industry, module three introduces terms such as Design for Manufacturing and Assembly (DfMA), Offsite Construction, and Modern Methods of Construction (MMC). It explores new approaches, principles, and technologies aimed at mitigating carbon emissions.

The final module explores renewable energy sources, technologies, and their importance in constructing a sustainable future. Participants gain insights into the future landscape of a sustainable world, the impact on the national grid, and the advantages and disadvantages of fossil fuels, renewable energy sources, and nuclear power.

Upon completing the course, participants are equipped with the knowledge and skills needed to integrate sustainable practices into their professional endeavours. Here at Cyfle, we take pride in being at the forefront of this crucial movement, moulding professionals who will play a pivotal role in realising a sustainable and environmentally resilient Wales.

## Delivering Net Zero work experience opportunities in Plumbing and Electrical



**F**urthering our commitment toward a sustainable future in construction, we are delighted to announce our latest initiative: the Net Zero Work Experience Plumbing and Electrical programme. Building upon the success of the South West Wales Onsite Construction Hub, this innovative 10-day work experience placement is set to redefine skill development in the plumbing and electrical sectors with a focus on sustainability and achieving net-zero outcomes.

Funded by Welsh Government, this initiative will provide opportunities for 120 candidates to engage in this transformative experience. This support underscores the commitment to empowering the next generation of professionals in the construction industry with the skills and knowledge needed for a greener and more sustainable future.



The Net Zero Work Experience Plumbing and Electrical initiative stands out by blending traditional work experience with cutting-edge

practices in sustainability. Participants will not only gain hands-on experience in plumbing and electrical work but will also be immersed in environmentally conscious methods and technologies that are shaping the future of the industry.

The programme's overarching goal is to go beyond the typical work experience by facilitating the transition of at least 70% of participants into meaningful employment opportunities. This may include apprenticeships or other job placements within the plumbing and electrical sectors. Thus, ensuring that this initiative serves as a stepping stone for candidates to embark on successful and sustainable careers.

As the construction industry undergoes a paradigm shift towards sustainability, we recognise the critical role that skilled professionals play in this transformation. The Net Zero Work Experience Plumbing and Electrical programme is not just about skill development; it's about fostering a sense of environmental responsibility among future industry leaders.

If you're passionate about plumbing and electrical work and aspire to contribute to a sustainable future, we invite you to apply for this unique work experience opportunity. Visit our website to learn more about the application process and how you can be a part of this groundbreaking initiative.

**For more information on the Cyfle Shared Apprentice Scheme, contact us at: [info@swrsa.co.uk](mailto:info@swrsa.co.uk) | 01554 748181 | [www.cyflebuilding.co.uk](http://www.cyflebuilding.co.uk)**