

DYW

Developing the
Young Workforce

TRADES & MODERN APPRENTICESHIPS IN CONSTRUCTION

EXPLORING CAREERS WITHIN THE BUILT ENVIRONMENT

CAREER PROFILES PACK



NoWrongPath

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EXPLORING CAREERS WITHIN THE BUILT ENVIRONMENT

CAREER PROFILE ACTIVITIES

These tasks are suggestions of activities you can insert into the classroom using the Build Your Future Careers Profile Pack.



1

Task students to select a profile that they are interested in and identify the skills that the individual uses within their role.

2

Encourage students to choose a profile that they have not considered as a career path, ask them to identify something that surprises them about the information and feedback to the class.

3

Thinking about some of the advice these individuals share within their profiles, encourage young people to consider how they would use the advice to develop themselves in future.

4

Ask students to imagine that they have already begun to advance in their career and they have been asked to complete the profile. Encourage them to think creatively about what they would like to have achieved and the skills they wish to develop and write their own personal profile.

5

Ask students to select the individual they identify with most from their profile. Ask them to feedback why they feel drawn to this individual's profile. Is it because they are interested in similar subjects and pathways or is it something to do with the personality and characteristics portrayed through their profile?

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Exploring careers within the Built Environment

CHARLES JONES



TECHNICAL CONSERVATION SKILLS PROGRAMME
MANAGER & STONEMASON
HISTORIC ENVIRONMENT SCOTLAND

FAVOURITE SUBJECTS AT SCHOOL?

Art & Graphic Communication

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

I hadn't considered winter working until I was in the job! It can be cold and wet and lonely but when spring and summer is here, it makes up for it. I work in an office now and miss my days onsite.



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WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE BUILT ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

My 4th year work experience was with an architect as I was interested in a career in building design. I then secured some weekend work with the architect looking after his estate and maintenance of the grounds. The architect was lucky enough to own a small castle in Angus which sparked my interest in Historic Architecture and Stonemasonry.

WHAT DID YOUR CAREER PATH LOOK LIKE?

Whilst still at School and ready to start 5th year, a local vacancy for a stonemason apprentice was advertised and I realised this was my opportunity. I quickly found out the apprenticeship involved training at college, training on site, employment and an opportunity to work on some fantastic historic buildings and I would be involved in their repair. At 16-year-old, this excited me and without hesitation applied and was successful. The apprenticeship is 4 years, you get paid for the whole duration and for this particular apprenticeship I had to attend college in Edinburgh where I would stay over for 3-4 weeks at time on block release. Edinburgh was also a fantastic experience as a late teenager! I met some great people at college and still stay in touch with them 20 years later.

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

As a stonemason it's essential to have good hand skills, communication, a creative mind and reliability...oh, and no fear of heights!



DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

I now help design construction craft qualifications and training for young trainees but as stonemason my days were much more exciting.

A typical day as a stonemason would be:

Getting up early, 6am! Cycle or drive to work, I had a depot we had to meet at every morning, we would have a quick drink, (tea/coffee or juice!) then set off to the site we would be working at.

When we got there, we would open the site up and make a start on our daily work. As a stonemason this could be anything from, preparing walls for repair, repairing damaged walls, drawing templets or taking measurements, carving a new stone, installing a new stone or even mixing mortars to exact specifications.

As the day comes to an end around 3-4pm we always have to protect the work we do from the weather and then head home.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

Good pay, good banter, always learning and working on some amazing sites and fantastic buildings which I have helped repair. Exploring parts of castle's, the public don't get to see is a bonus too. I have worked on historic castles, churches, abbeys, bridges, towers, tunnels and many wall's, big and small. I have worked in Scotland, England, Ireland and even managed to carve a stone for The White House in the USA which was an amazing experience I will never forget.



WHAT ADVICE IN GENERAL WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN THE BUILT ENVIRONMENT?

Construction craft apprenticeship opportunities can be very competitive. Keep trying and always give 100%. If you really want to achieve something, you will.

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CHARLES JONES, TECHNICAL CONSERVATION SKILLS PROGRAMME MANAGER & STONEMASON
HISTORIC ENVIRONMENT SCOTLAND



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GEORGIE BRAITHWAITE



APPRENTICE WOOD MACHINIST,
BILL PITT MANUFACTURING JOINERY LTD,
FORTH VALLEY COLLEGE

FAVOURITE SUBJECTS AT SCHOOL?

Graphic Communication, Design and Manufacture, Wood Work and Physics

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

Wood machining is the type of job where you learn as you go and gain experience over time. You have to be competent working with numbers and have a genuine interest in the job.

WHAT ADVICE IN GENERAL WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN THE BUILT ENVIRONMENT?

I would suggest coming into this industry with an open mind, to work hard and enjoy your work.

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE BUILT ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

I've always had an interest in wood, I did some woodturning at school and was encouraged to look into a career in construction. I'm a hands on type of person and sitting at a desk or a computer didn't interest me.

WHAT DID YOUR CAREER PATH LOOK LIKE?

I'm currently a 4th year apprentice wood machinist at Forth Valley College.

DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

Everyday starts at 8am and we work until 5pm. We have a quick briefing to find out what jobs are to be done that day or if we are going out on site. We make anything and everything, windows, doors, garage doors, stairs, arch work, the list goes on so each day differs.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

One of the best parts of my job is seeing a project from the beginning to the end when it gets fitted, being a part of the whole process. It's great when we get a chance to work as a complete team and create amazing pieces for clients.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

I was surprised how quickly I was accepted into the industry and the amazing opportunities you get. You also get great satisfaction from my job as a wood machinist.



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CRAIG RAMSEY



CONSTRUCTION SITE SUPERVISOR
P&M SINCLAIR BUILDING CONTRACTORS

FAVOURITE SUBJECTS AT SCHOOL?

My favourite subject at school was Business Management, and I quite enjoyed Maths.

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

Qualifications have been important to my job role but gaining experience in the construction industry has been by far the most beneficial part of my career.

Being on different projects and working with different people has built my now vast experience of construction and where I have learned my skills.

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE BUILT ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

I had decided from an early age that I wanted to work in construction. My dad works in this industry, I saw what he did and how much he seemed to enjoy his job. I decided that I wanted to follow in his footsteps and started with a bricklaying apprenticeship.

WHAT DID YOUR CAREER PATH LOOK LIKE?

I left school and began an apprenticeship in bricklaying. On completing this, I was offered the opportunity to study further and completed my advanced craft in bricklaying. I worked as a bricklayer for three years, working on a wide variety of projects gaining invaluable experience.

My company offered me the opportunity to take on a supervisor's responsibilities and I undertook training to equip me for this role. Two years later, I was offered further development and stepped up to managing small projects, and again received further industry recognised training. I was delighted when I was offered the opportunity to undertake a graduate apprenticeship; completing a work-based qualification fits perfectly with my style of learning and means I can continue to work and gain valuable experience alongside an industry recognised qualification.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

As I have progressed in our company, I have come to understand the complexity of the job. I had no idea how much goes on before the construction works actually start on site and how much detailed planning is required. As I began working as a supervisor, I gained an appreciation for how other job roles interact and work together to ensure that projects go from inception to completion, it gave me a greater appreciation for the wider opportunities available in the built environment and how effectively everyone needs to work together to achieve the end goal.

P&M SINCLAIR
Building Contractors

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DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

My days vary, and I would say that there is no typical day in my job. I enjoy the variety and the challenge that this gives me. I start most days by meeting with my site team to discuss the tasks for the day and to delegate works. Ensuring that tasks are well briefed is important in ensuring everyone knows what they have to complete by the end of the day. I supervise works and deal with any issues that arise, liaising with main contractor site managers and our own contracts managers.

My tasks often include arranging deliveries of plant and equipment, ordering materials, and co-ordinating these to ensure that works are completed on time and on programme. At the end of each day, I recap on tasks complete and planned works for the following day to ensure that we are well prepared for the tasks due to be carried out. Much of my role is problem solving, but with my experience and good communication, I can usually find a solution to whatever comes up each day.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

The best part of my role is supporting apprentices. I enjoy helping them as they learn and build their skills. Having the opportunity to help our apprentices gain qualifications and experience is a very rewarding part of my job.

WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN THE BUILT ENVIRONMENT?

If I had to offer advice to my 15-year-old self, I would say work experience is invaluable. Being in a construction environment and learning what that involves offers such an insight into what job roles are available, what pathways are possible and would have inspired me to begin my apprenticeship journey earlier than I did. Being a trade apprentice opened up so many opportunities for me, but it gave me a solid foundation to progress in construction.

I think my 15-year-old self would be pretty proud of how far I've come!



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ROSS LOVE



APPRENTICE QUANTITY SURVEYOR,
ISG CONSTRUCTION SCOTLAND



FAVOURITE SUBJECTS AT SCHOOL?

Business, Modern Studies, PE

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE BUILT ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

I decided I wanted to work within built environment when I carried out my work experience in 4th year at high school, I worked with a local building contractor for a week learning the fundamentals of quantity surveying. I have a lot of family in roles within the construction industry, so this primarily influenced my decision of becoming a quantity surveyor.

WHAT DID YOUR CAREER PATH LOOK LIKE?

Up until 4th year I didn't know what I wanted to do; I was considering leaving school at 16 to enrol in a built environment programme which would have taken me down the path of learning a trade. However, I stayed put with my studies completed my exams.

During my final year in school I applied for courses at university, to hopefully get me a place to in a BSc Quantity Surveying course. I applied to 3 universities to which I received 2 conditional and 1 unconditional offer; I firmly accepted a conditional offer. I then attended a career fair after I accepted my place in university, the fair was specifically for careers in construction, by chance I got speaking to ISG, we spoke about various matters after speaking to employers I then began to look at what apprenticeships were available this was hard as there wasn't many advertised. I applied for 3 companies, my first application I sent was unsuccessful, however my 2 other applications I got interviews, my first interview was with ISG, at the end of my 2nd interview I was offered the job, I then had a dilemma as I hadn't heard back from ISG yet, I was then given time to decide if I was going to take the job, I eventually declined the offer still unaware if I was successful with ISG, a week after I then got a call from ISG offering me the job.

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

Depending on the path you take will determine that qualification you need, however it is always best to gain as much qualifications as possible as for university you will need 4/5 Highers. The entry requirements I had to meet were AAB, ABBC in my Higher exams.

Experience isn't necessary considering the role being an 'early career' we all have to begin our journey somewhere, however I think it is beneficial if you carry out relevant work experience and learn about what you want to, in my case, quantity surveying before you make a decision that is the career you going to start moulding into do.



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DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

A typical day for is traveling into Edinburgh in the morning, once I in work I'll open up my laptop and I'll check my unread emails and respond to them when appropriate.

I'll then usually put my personal protective equipment (PPE) on and head up to site, I usually spend an hour max on site walking round the job and looking at the progression, at the end of the month I'll receive payment valuation from the subcontractors on the site, it is then my job to check this over and make my assessment on what they should be paid. Every day is different I always find myself working on something new, but it always relates to the commercial aspect of the job and trying to increase margins and keeping the job on track especially on the finical side.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

Working on a site, it's certainly more exciting that working in an office, as is the fact I get to move to another site in another area meaning I get to see and experience different places for example my company have projects in Aberdeen, Loch Lomond , Port Ellen Islay. The job is definitely flexible if I need to work from home then I have that option or if I want to go into the office I can do.

Construction is a great industry for progression weather its operational staff or commercial staff there's always a route upwards.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

How even though there may be 20 different companies on the one construction project, everyone works together/ is friendly as if it were the one big company, everyone will help everyone as it is a collective effort to complete a job not just the Main contractors.

WHAT ADVICE WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN THE BUILT ENVIRONMENT?

I would say be patient, the built environment covers a lot fields in the construction industry, you won't learn everything in a day so just do your best to learn as much as you can and ask questions, the only stupid question is the one you keep in your head.



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COLIN LAFFERTY



REGIONAL SAFETY HEALTH &
ENVIRONMENTAL MANAGER,
ROBERTSON CONSTRUCTION CENTRAL
WEST & ROBERTSON SPECIALIST
DIVISION

FAVOURITE SUBJECTS AT SCHOOL?

Craft and Design, Wood Work & Art.

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

Your qualification should be relative to the business risk profile. I achieved a National Examination Board Safety & Health, NEBOSH, National Certificate in Construction Health & Safety. I then obtained a NEBOSH National Diploma in Occupational Health & Safety.

WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB?

The biggest surprise is the need to be able to navigate relationships and personalities. This is imperative to create a working relationship that is supportive and allows for communication on any subject at any time.

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE BUILT ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

My father working in construction most of his life. I had attended university and achieved an honours degree in design. I entered construction to make more money.

WHAT DID YOUR CAREER PATH LOOK LIKE?

I started on site as a labourer with no construction skills, gained experience in concrete laying and finishing, banking cranes, operating plant, rescue at high, confirmed space entry amongst many other subjects where I achieved several levels of certification. I then went onto supervision, putting others to work and expanded into health and safety as a trainee and studied to achieve my construction certification and my IOSH Diploma.

Once I achieved the required level of training I worked within major projects, at times responsible for several projects at a time. Looking to expand my management skills I then went into a manager's role and to date this is the point I have achieved.

DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

A day can vary from meetings with clients, reviewing safe systems of work that are high risk, undertaking site visits to audit or for particular requirements. I can also be meeting with other contractors' representatives, undertaking investigations, trend analysis, creating management presentations, creating and updating company strategy and writing company procedures. I can be looking at new projects or dealing with aftercare works. Additionally, I help my regions with training on subjects such as our management system requirements.

There is also the day to day calls from sites to clarify or discuss possible solutions or define legislative requirements on tasks. You are always trying to change the safety culture for the better and to support your business to send everyone home safe every day.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

Without doubt the best part of my job is seeing examples of positive change in the business and helping the projects and team members to achieve a safe working environment.

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CAROLANN NEILSON



MONUMENT CONSERVATION UNIT WORKS
MANAGER - DOUNE CASTLE,
HISTORIC ENVIRONMENT SCOTLAND

WHAT QUALIFICATIONS & EXPERIENCE ARE NECESSARY FOR YOUR ROLE?

It helps if you're good at maths (harder if you're not!) you'll need to complete and apprenticeship in Stonemasonry to SVQ Level 6.

To be a site manager you need to gain experience on site, be good at communicating, problem solving and have a head for health and safety.

FAVOURITE SUBJECTS AT SCHOOL?

My favourite subjects were Art, and Physical Education as they were a chance to be creative and active and I loved being outdoors. I also took History as I'm interested in people and place and journeys. I took them all to Higher grade level and continued my studies in Art with a Painting and Printmaking Degree at Glasgow School of Art.

WHEN DID YOU DECIDE THAT YOU WANTED TO WORK WITHIN THE BUILT ENVIRONMENT AND WHAT INFLUENCED THAT DECISION?

I've family members who worked in construction but my mum was definitely my biggest influence in terms of teaching me to get stuck in with all things practical! I had been volunteering on outdoor grounds maintenance works with the National Trust, got speaking to a stonemason about the work and thought it was maybe an interesting direction to go in.

WHAT DID YOUR CAREER PATH LOOK LIKE?

Definitely varied!

After school I wanted to train in something that had a guaranteed employment, so I initially began training to be a midwife. A rewarding experience but I didn't enjoy working in a hospital environment so much! I left after a year of training and instead applied to Glasgow Art School to do a Painting and Printmaking degree.

After graduation I took on a temporary admin job until I figured out my next move. It was in facilities management and it became a 3 year permanent position, where I learnt a lot about managing properties. It was an excellent grounding for my current job role! I stumbled into stonemasonry while volunteering then applied for an apprenticeship with Historic Environment Scotland (HES) and worked my way up to works manager. It's the perfect combination of working outdoors, in a practical role on something that I really care about which is Scotland's built heritage.



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DESCRIBE A TYPICAL DAY IN YOUR WORKING LIFE...

I've 13 monuments to look after so I need to be organised! They all have different requirements and things going on with them so I plan out my tasks for the day as far in advance as I can.

My day is varied. I can be organising resource and materials for jobs, having a team meeting with various colleagues like architects and surveyors, communicating project works with my squad letting them know what's happening on site and who's doing what or writing up and delivering risk assessments and other admin. I might have to induct a visiting contractor to site, like a tree surgeon or an electrician, or show an apprentice how to carry out a task like pointing repairs on a wall. I also get to drive about the countryside, (which I love) checking on all the sites for any health and safety issues like loose stonework. Speaking to the public and visitors and liaising with the visitor operations team is also part of my job so overall I'm never bored only busy! I end my day writing up my diary to keep a track of everything that's happened as I often need to refer to it later for paperwork.

WHAT ARE THE BEST PARTS OF YOUR ROLE?

Variety definitely. In the balance of working outdoors, on site and office based work, the types of people I meet and get to work with and the types of projects I get to work on.

HES encourage career progression and I have definitely benefitted from that. They are an organisation that looks after their employees and I find my team and the whole organisation in general are always on hand for support and advice. The pay is better in the private sector but you don't go into conservation for the money, plus the hours are much better!



WHAT IS SOMETHING THAT HAS SURPRISED YOU ABOUT YOUR JOB IN PARTICULAR?

There's so much to learn! You have this idea when you are at school that you learn how to do a job and then that's it, but you never really stop learning. Conservation is quite traditional by nature but there's always new technology, approaches and innovation coming through.

WHAT ADVICE IN GENERAL WOULD YOU GIVE TO YOUR 15-YEAR-OLD SELF ABOUT HOW TO SUCCEED IN THE BUILT ENVIRONMENT?

I would say if you want to work in the built environment go out and explore as much of it as you can. Speak to people who work in it and try and get some work experience as early on as you can there's so many areas to choose from!

