



Building  
People



# Supporting

Equal Opportunities  
in Construction



# Supporting Social Inclusion

With a passion for supporting inclusivity and Corporate Social Responsibility (CSR) within the workplace and construction industry, we are proud to support the following job-seeker groups.

Construction is one of the UK's largest industries, so we are proud to use our knowledge, experience and passion to support job-seekers from all walks of life to create employment opportunities for all.



*Women in Construction*



*Young People*



*Ex-Offenders*



*Disabilities*



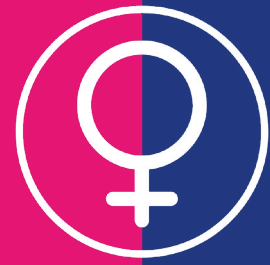
*Long Term Unemployment*



*Mental Health*

Proud to promote equality, diversity  
and combat discrimination

**FIR** Fairness, Inclusion  
and Respect  
in construction



# Supporting Women

According to industry statistics, there is a lack of opportunity and support for women looking to join the construction industry.

From site workers to board level we work with a number of women across various roles, and are passionate in showcasing the industry and supporting candidates throughout their career.

## INDUSTRY STATISTICS



## ITS FEMALE SITE WORKERS



*We asked a selection of clients and candidates what advice they would give to women looking to get into the industry...*



*Being a woman in construction is no longer taboo like it used to be. I am a mother so the hours are great and weekends are free for family time. My last 3 years have been a great experience!*

*Do it! It's provided me with a fulfilling career that has allowed personal and professional growth. I have found people in construction are usually fun, committed and passionate.*

*Be brave! There are a lot more of us than you may think in the industry who will support and encourage you. It's an extraordinary and rewarding industry.*





# Supporting Young People

With only 9% of people aged 24 years old and under currently working in construction, we're working hard to demystify industry stereotypes and attract more young people into construction to help fill the skill-set shortage.

In 2021 we placed 14.72% young people, and in 2022 we placed 17.55%, with 2023 set to increase again.

## INDUSTRY STATISTICS

**372,000**  
YOUNG PEOPLE  
ARE  
UNEMPLOYED



**37%**  
OF WORKERS  
← →  
ARE OVER  
50 YEARS OLD

## HOW WE HELP



PARTNERING  
COLLEGES



MOCK  
INTERVIEWS

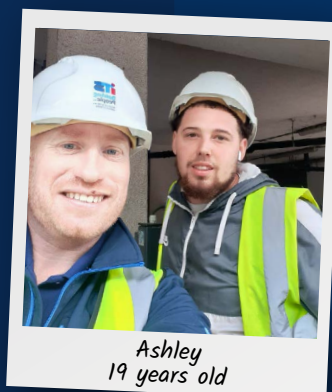


CV WRITING  
SUPPORT

*We asked some of our candidates where they want to be in 5 years time and how ITS can help...*



*I had an interest in Digger Driving and eventually want to be a Machine Operator. ITS can help me with training and getting my CPCS Card.*



*After a while onsite I want to be given more responsibility and become a site manager.*

*It would be great to get guidance on my next steps.*



*ITS have given me some information regarding a local crane company and has pointed me in the right direction of where I need to gain my qualifications.*

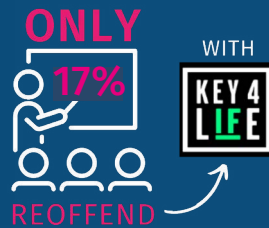


# Supporting Ex-Offenders

Re-offending is largely down to a lack of education, support and employment opportunities.

Working with prisons, prisoners on Release on Temporary Licence (ROTL) and charities, we create safe and progressive job opportunities with the aim of reducing the rate of re-offending across the UK, and giving ex-offenders a career they can thrive in.

## INDUSTRY STATISTICS



## HOW WE HELP



MENTORING &  
SUPPORT



JOB FAIRS &  
WORKSHOPS



MOCK  
INTERVIEWS

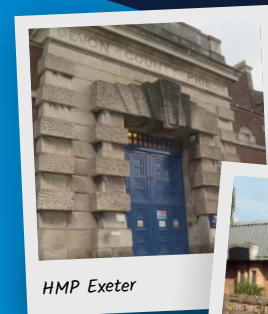


### Mentoring with Key4Life

Simon is a proud mentor to individuals from the At Risk programme via Key4Life.

His support work includes:

- Providing guidance on life decisions
- Prison visits
- Meeting probation officers
- Helping with interview techniques
- CV writing
- Career guidance
- Weekly catch ups
- First suit fitting



*Some of  
the prisons we support*

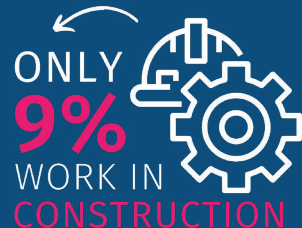


# Supporting Disabilities

A disability is a physical or mental condition that limits a person's movements, senses, or activities.

This job-seeker group have a huge amount to offer the construction sector, and with numerous candidates already placed within our construction roles, we know we can help support them throughout their career.

## INDUSTRY STATISTICS



## HOW WE HELP



### Working with key initiatives

We're proud to partner disability employment charities to help transform peoples' lives by assisting them into sustainable careers.

By supporting these initiatives we match clients and candidates with job roles that may have been overlooked, making a career in construction more accessible than ever.

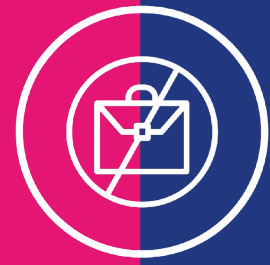
### Inclusion & accessibility for all

We are proud to be Disability Confident Committed by:

- Ensuring our recruitment process is inclusive and accessible
- Offering interviews to disabled people who meet the minimum criteria for the job
- Anticipating and providing reasonable adjustments as required
- Supporting any existing employee who acquires a disability or long term health condition enabling them to stay at work







# Supporting Unemployed

Long-term unemployment refers to people who have been unemployed for 12 months or more. This job-seeker group is an untapped resource of eager workers who need help getting back to work.

Working with employment charities and colleges linked with DWP across the UK, we match our clients and candidates to provide support and opportunities for a mutually beneficial partnership.

## INDUSTRY STATISTICS



**330,000**  
**PEOPLE**  
WERE  
**UNEMPLOYED FOR**  
**12 MONTHS OR MORE**

**48%**  
OF PEOPLE  
**RE-ENTER WORK**  
WITH SUPPORT



## HOW WE HELP



FREE CSCS  
CARD



JOB FAIRS &  
ONE-TO-ONES



CAREER  
GUIDANCE



### *Working with key initiatives*

Partnering with a number of employment charities, we help candidates get back into work after being long-term unemployed.

This initiative has been well received by all parties involved, and we are excited to continue building on this area of inclusivity.

### *Supporting those that need it*

Many people experiencing long-term unemployment lack confidence, knowledge or understanding of how to get back into work.

We appreciate this can feel daunting, so we work with candidates providing work experience and career advice to set them up for life.





# Supporting Mental Health

In the UK 1 in 4 people will experience a mental health problem each year, 1 in 5 people will have suicidal thoughts, 1 in 14 people self-harm and 1 in 15 people attempt suicide.

We believe going to work is good for your mental health as it provides a source of income, a sense of identity, friendship, routine and structure, opportunities to achieve and contribute.

## INDUSTRY STATISTICS



**1 IN 4** PEOPLE EXPERIENCE MENTAL HEALTH PROBLEMS

**TWO PEOPLE** IN CONSTRUCTION COMMIT SUICIDE EVERY DAY



## HOW WE HELP

-  PARTNER KEY INITIATIVES
-  COMPANY AMBASSADORS
-  TRAINING & SUPPORT



### Regular mental health training

Passionate about supporting everyone's mental health, we regularly liaise with construction-based mental health charities and initiatives to understand the impact mental health can have.

As a result the ITS team understand that while raising awareness is important, recognising and helping others is key.

### Raising money for charity

We are proud to take part in regular fundraising days to support our nominated mental health charities. Our team are never afraid to step up for important causes and can often be found donating their time and wages from working on client sites.

