

Good to Go 3: Summary and Feedback

September 29th to October 1st 2015



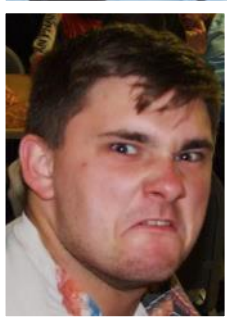
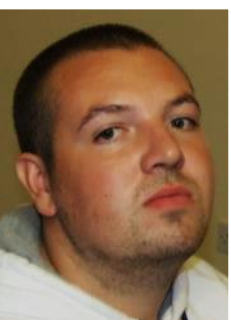
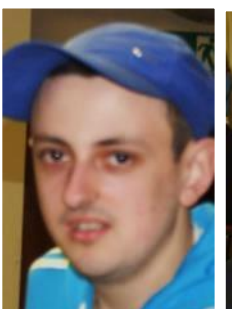
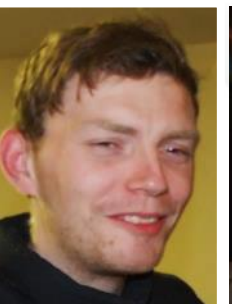
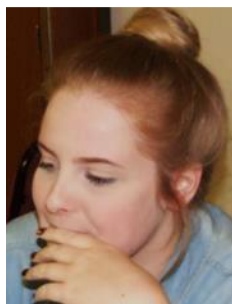
Good to Go: The idea

Willmott Dixon Group 'Putting People First' target:
enhance life chances of 3000 young people by 2015



23

attendees
from London &
Manchester



Good to Go

Referral organisations

Trafford Hall and WDI recruited young people from London and Manchester to attend Good to Go through their contacts with youth support organisations and housing associations.



For All Carers in Lewisham



Unemployment – the tip of the iceberg?

All of the young people attending the course were unemployed and had experienced difficulties getting into training or work. It emerged during the course that the young people were dealing with a range of other problems, including homelessness, physical and sexual violence, gang culture, alcohol and drug abuse, criminal records (drug dealing, prison sentences) and low literacy levels. Several of the attendees were young carers and had been supporting family members with mental illness or physical disabilities, from as young as 8 years old.

Staff



3 trainers

(Chris & Marcus, The Earth Project;
Natasha, Willmott Dixon)

2 organisers

(Steph, NCRC &
Poppy, Willmott Dixon Interiors)

4 WDI trainees

(Kyle, Kieran, Tom & Michael)

Location & partner organisation

Trafford Hall, the home of the National Communities Resource Centre, is located outside Chester in the North West.

The charity has trained over 100,000 people from across the UK over the last 20 years.; it has a strong track record in delivering specialist training courses for young people and families .

The Georgian training centre and onsite accommodation is set in 14 acres grounds and woodland.

Trafford Hall
National Communities Resource Centre



Good to Go

WILLMOTT DIXON INTERIORS

Materials

Materials for training activities were supplied by The Earth Skills Project, Trafford Hall and Travis Perkins (a Willmott Dixon supplier).



Course Content

Employability skills training: confidence building, team working, problem solving, developing trust and relationships, understanding employers' and employees' needs, interview skills, careers advice and signposting, motivational and reflective activities

3 days of residential training including icebreaker activities, indoor and outdoor team challenges (i.e. building 'Wood Henge' a permanent structure in the grounds), workshops with WDI management trainees, group discussions, inspiring videos, communal meals

3 months of buddy support from WDI management trainees





Good to Go

Travelling from London to Chester

 WILLMOTT DIXON INTERIORS



Good to Go

Arrival & ice breaker game of rounders

 WILLMOTT DIXON INTERIORS



Good to Go

Team challenges and problem solving

 WILLMOTT DIXON INTERIORS



Interview skills practice with WDI's management trainees

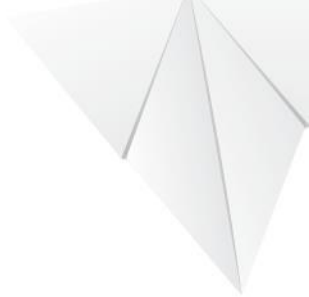


Good to Go

Building 'Wood Henge' from scratch

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Good to Go

Communal meals

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Good to Go

Good to Go attendees, October 2015



WILLMOTT DIXON INTERIORS

Impact assessment: methodology

Good to Go was evaluated using WD Group's impact assessment tool.

Assessment is based on results of questionnaires issued to participants before and after community investment activities.

Used to determine whether the activity had positive impact on participants and to compare impacts of different types of community investment activities across the WD Group.

WD Group questions were edited to correspond to Good to Go course content and target audience. Three open questions were added to the questionnaire to allow for further feedback, along with individual 'mini interviews' and photo records.

GOOD TO GO

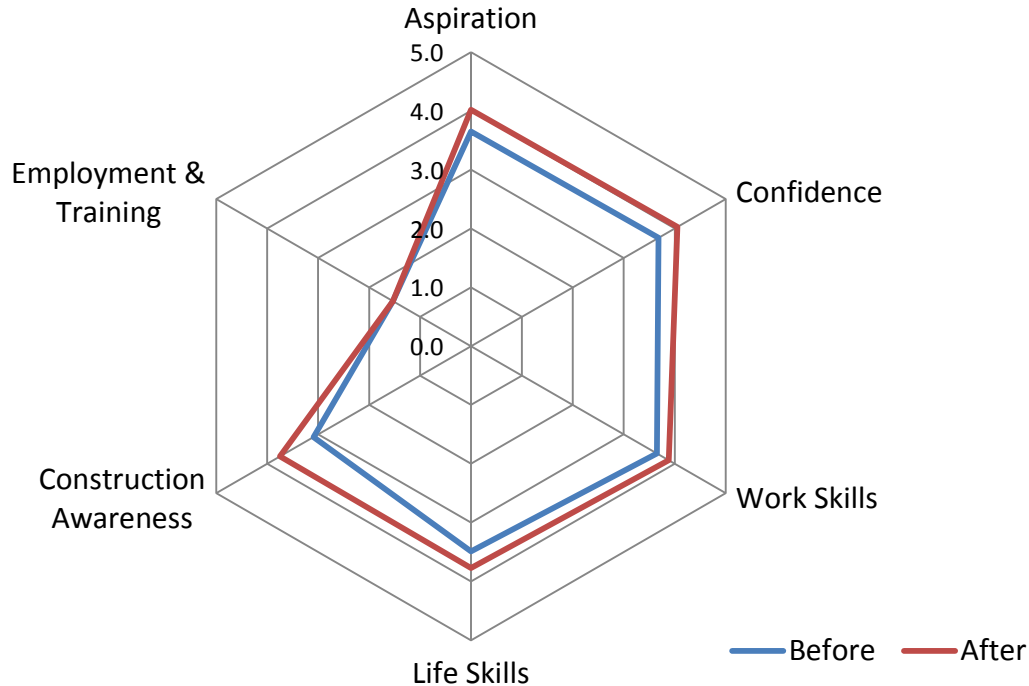
TELL US YOUR VIEWS: AFTER THE COURSE

NAME _____ DATE _____

We would like to ask you some questions before and after the Good to Go course, so that we can find out how useful it is. The answers to your questions will only be used to evaluate the impact of the training course. Please circle your answers.

PLEASE USE THE SCALE TO INDICATE HOW TRUE (LIKE YOU) OR FALSE (UNLIKE YOU) EACH STATEMENT IS FOR YOU.	False/This is not like me		This is partly like me		True/This is very much like me
I feel motivated to take the next steps towards getting the job or on the course I want	1	2	3	4	5
I have the knowledge I need to get the job or on the course I want	1	2	3	4	5
I feel confident that I can plan how to get the job or on the course I want	1	2	3	4	5
.....					
I feel confident when I am working with other people	1	2	3	4	5
I know what my own strengths and skills are	1	2	3	4	5
I feel I have the ability to overcome problems or challenges I might have in the future	1	2	3	4	5
.....					
I work well in a team	1	2	3	4	5
I plan my time effectively	1	2	3	4	5
I know what can motivate me and others in the work place	1	2	3	4	5
.....					
I communicate well with people	1	2	3	4	5
I feel confident when I have a formal conversation	1	2	3	4	5
I stay calm and focussed in stressful or difficult situations	1	2	3	4	5
.....					
I am aware of the different jobs in the construction industry	1	2	3	4	5
I know how to get a job in construction	1	2	3	4	5
I am aware of the behaviours that employers look for in the construction industry	1	2	3	4	5

Impact assessment: average results



- Positive increase in scores after course for 'Aspiration', 'Confidence', 'Work Skills', 'Life Skills' & 'Construction Awareness' categories
- Greatest positive changes in 'Construction Awareness' & 'Aspiration' categories
- No change in scores for 'Employment & Training' – these questions were not asked immediately after course but will be asked again in 6 months

Impact assessment: results before

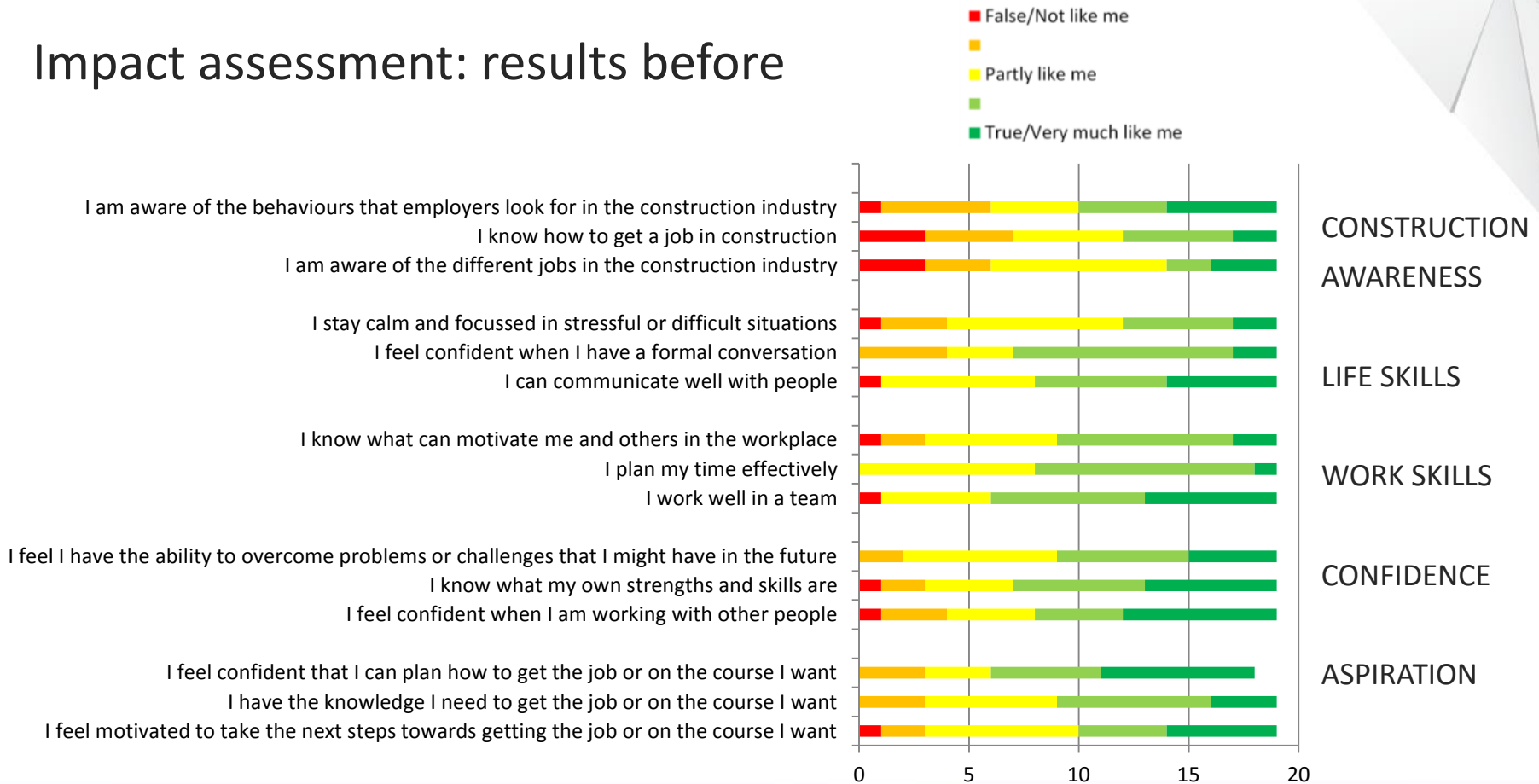


Figure 1: Questionnaire results before Good to Go

Impact assessment: results after



Figure 2: Questionnaire results after Good to Go

Mini interviews

“I found out I have skills I didn’t realise I had...I was a bit shocked by that!”

“What have I got out of this experience?”

I’ve found out more about myself, that I didn’t actually know - skills that I didn’t realise I’ve got. And meeting new people as well...

On the wall there’s pictures of us and people have put writing around it. Somebody wrote I’ve got really good leadership skills. I didn’t really think that I did, so that was quite nice to see. I was a bit shocked by that, because I wouldn’t see myself as a leader really...”



Mini interviews

“Gaining people’s trust...and me being able to trust people...”

“What was the most useful thing about the course?”

Communicating with new people that I don’t know. Taking leadership and control of the activities we have done.

Gaining people’s trust and me being able to trust people.”



Mini interviews

“It’s nice to be somewhere peaceful”

*“I live in a city so it’s pretty busy
...and just loud, in a word. Yeah, it’s
loud. So it’s nice to be somewhere
where it’s peaceful and quiet.*

*I’ve met some new people, they
seem nice. Everyone’s nice here.”*

Chantelle, London

Feedback: WDI management trainees

The most enjoyable part was the fact that it was hosted outside of London in a remote location at Trafford Hall; the chance to meet and interact with a variety of people, both the young adults but also the trainers and staff at Trafford. I think that the trainers Marcus and Chris were excellent!

I found the body language section (workshop led by Natasha Shaw) very interesting which will help with my public speaking... small tips that can really make the difference.

I think the trainees should go up to Trafford Hall right from the start of the course to help integrate them into the group. (This response was echoed by all the trainees who have attended).

An option for the future would be to have someone from HR present helping and assisting in CVs and interview techniques.



A few weeks later...

Steph at Trafford Hall received a call from one of the young people's support workers.

The support worker wanted to let the charity know that the young man had been successful in getting a job since the Good to Go course and that the residential training had been a 'massive boost' to the young man's confidence.

Another young man contacted Poppy at WDI to tell her that it had been the first time he'd done anything like it and had really enjoyed the experience. He had updated his CV to include the Good to Go training and made lots of new contacts.

