



UNIT 80.

A TELEVISED DOCUMENTARY ACTION PLAN PROPOSAL

ON THE RIGHT TRACK IN CREATING CONSTRUCTION SKILLS TRAINING
WORK EXPERIENCE, LEADING TO FULL-TIME EMPLOYMENT, ALONG WITH
EDUCATIONAL NEEDS & SUPPORT AND AFFORDABLE HOUSING IN ONE
BUILD.



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INTRODUCTION

Unit 80 is centered on **Uniting and Empowering** the people chosen to contribute to their own development. The objective of the program, the first of its kind in the United Kingdom and around the globe, is not only to encourage the unemployed and newly arrived migrants to keep active in searching for work but also to create new skills while constructing affordable/public housing.

The program also keeps people's minds occupied rather than going down a path of feeling low, depression, losing self-esteem, and encountering a variety of mental health issues leading to drugs and crime.

The program aims to provide individual short term work experience, education support, initiatives, training, and skills building in one 'On-The-Job,' self-sufficient building program. It also prepares participants for college and higher learning.

Those participants that complete the four-week work experience and show initiative will be handed a certificate of attendance and will, in turn, be guided through a Construction and Building course at college local to their home. Upon completion, they will be ready for an apprenticeship program.

It is fair to say that participants in the program will have more chances of gaining a job by receiving recognition, rather than being at home doing nothing and feeling low.

NOTE: We also aim to set up a campaign to **recruit more women into the industry.**

Statistic show: At the end of 2016, approximately 27 million people were working in the UK. The divide between men and women was nearly 50-50. However, 2.3 million had jobs in the construction industry and only 296,000 were women. In this case, the split is 87-13. It's an alarming wake-up call. Ref. Data from the Office for National Statistics (2018)

The program works with all age groups, regardless of their disability, gender, culture, or religion, and targets young people that may have found themselves on the wrong side of the law.

Those unemployed people who have encountered some kind of mental health issue in the past and feel alienated due to having to mention this on their job application, will also be targeted where they can gain potential employment through the UNIT 80 program

The program also assists unemployed apprentices to help them complete their course to gain their qualification.

The program allows people to interact with his/her community and develop emotional stability and interpersonal skills throughout their training for the duration of the build.

As we are all aware in the next few months, hundreds, if not thousands of people will be unemployed, including, licensed trade personnel all over the United Kingdom alone due to the Corvid 19 pandemic.

With Government doing an excellent job by giving away financial stimulus packages worth hundreds of millions of pounds, to assist and help those get by, more still needs to be done, to assist the many regional locations where housing, unemployment and lack of business for small businesses is at an all-time high.

Unemployment, lack of affordable Housing and Skills Training & Development is a significant life event. It can have a devastating impact on people's lives, including their mental state.

It affects not just the unemployed person but also family members and the wider community. It increases anti-social behavior among young people due to boredom, which can lead to crime, drug, and alcohol abuse and eventually imprisonment.

The effect of imprisonment/criminal records can be long-lasting. As the issues mentioned above become more long-term, their impact becomes more far-reaching, often affecting living standards in retirement.

The loss of income by parents, including those who are self-employed can damage the prospects of the next generation. Apart from the personal impact, unemployment is a loss of valuable productive resources to the economy.

While investing in money, time, and resources into UNIT 80, creates harmonious communities, affordable rental housing leading to purchasing, future skills and employment, but also creates business for local businesses.

With the cycle of homelessness and unemployment and crime among young people, especially intricately linked together, there is an urgent need to stop this bad cycle before it worsens and affects the future generation of young people, which we consider a vital resource of our future.

With these numbers of families affected by these current issues, there is a need to stop people from taking the wrong step in life that can lead to encountering mental health concerns, costing the state and federal government millions in health support.

Investors who provide financial assistance on projects like Unit 80 not only build affordable homes but also self-esteem, companionship, harmonious communities, motivation, and better prospects of long-term employment.

By having those involved in the build process and keeping occupied, also reduces boredom, depression, the guilt of being unemployed, loneliness, alienated, and not able to support their families.

By having many government departments partnering together in funding this program, we could potentially see hundreds of UNITS 80 being constructed all over the United Kingdom.

As the program combats the shortage of affordable housing, employment, skills training development, mental illness, and crime we would encourage those funding bodies mentioned above to work in partnership in making this ambitious program becoming a reality.

The program can also work with the department of transport where UNIT 80 can be involved in all Civil works, being supervised by our licensed qualified civil contractors.

OUR VISION

UNIT 80 partnership aims to become the largest construction work experience traineeship employer in the United Kingdom and Europe. We shall select unemployed couples/singles including newly arrived migrants living in privately rented accommodation and those who are homeless. We shall also approach, 1st and 2nd-year apprentices as reasonably feasible for each build to allow them to complete placements no matter of their culture, religion, age, gender, or disability.

MISSION STATEMENT

We aim to deliver High-Quality Construction work on any build for our clients, while also creating Skills Training Work Experience & Development, Employment, and Affordable Housing all in One Project. We are also passionate about educational needs and support for each trainee whether part/full-time and where English may be a second language. Therefore, each participant does not go unnoticed no matter of their competency levels. With the support given, each trainee will be treated the same to ensure they complete their licensed course in their chosen trade.

GOALS

We accomplish our mission by focusing on the following goals:

- 1) Providing skilled, experienced licensed trade personnel to work directly with onsite trainees/apprentices.
- 2) Working closely with our appointed licensed construction companies and on-site trades personnel UNIT 80 will ensure all trainees complete their practical and in-class assignments on time, no matter of their age, culture, gender, or disability.
- 3) We aim to provide all construction programs being developed, participants meeting the criteria, and living in that community where a project is implemented, will be given the first refusal to join up.
- 4) We also aim to use local license tradies, contractors, suppliers, hire companies and other businesses from that same community.
- 5) UNIT 80 Partnership, aims to construct affordable housing for those participants, or those who are on the council's waiting list (subject to funding from the government.)
- 6) We aim to create, promote, and foster a Harmonious construction build and community that values development, diversity, and growth opportunities for all participants.
- 7) Provide ongoing leadership and support regardless of competence levels.
- 8) UNIT 80 will ensure the program promotes 'ZERO,' tolerance, meaning everybody including stakeholders, visitors and investors adhere to the programs Health, Safety and Environment procedures and standards, so not only all-risk are reduce to as low as reasonably practicable, but also allowing everybody goes home safely.

HOW DOES THE PROGRAM WORK?

Once we receive the land and funding needed for a pilot program of around 40 units, we shall then be in a position to work with employment programs/agencies and community groups to recruit the participants.

Those selected unemployed people no matter their age, gender, culture, religion, and or disability will be required to undertake various orientations and test to establish competency and language levels among each participant. All individual records are always kept confidential. The test includes but not limited to:

- ♦ Educational needs and support,
- ♦ Understanding the program and what is expected from them,
- ♦ Teamwork,
- ♦ Time management, arriving to work on time,
- ♦ Occupational health safety and environment,
- ♦ Counselling,
- ♦ United Kingdom employment act,
- ♦ City & Guilds,
- ♦ CITB National Construction College (NCC,)
- ♦ Occupational Health Safety & Environment,
- ♦ Respect,
- ♦ Disciplinary action.

PILOT BUILD (Depending on the size of the land.)

For one build only, If we can achieve the funding and land needed for example a 5-story, 40-unit mid-rise apartment building at a cost of around £10 Million, we shall need to add on an extra 15% to make the program feasible.

The £10 Million will go to the builder and the 15% to the UNIT 80 program to cover all program costs.

We aim to have a minimum of 5 unemployed people being supervised on each unit at any one time.

Example: 40 Units X 5 unemployed participants = 200

After four weeks, those who are still on the program and haven't found employment will be ready for college allowing for the next waiting 200 participants to attend the program.

The rotation will continue until completion of the first build. Of course, if we are successful in gaining funds for several builds the above-mentioned numbers will multiply subject to space availability at colleges and training institutes.

Each participant will work a minimum of two to four weeks work experience (part-full/time) and then after, if they are happy and management are happy with them, they can then choose to participate in a Level 2, program, or a Diploma.

They can still participate in the UNIT 80 program during their course to achieve their certificate, thus gaining more experience if they so wish, providing the program as available places.

The more businesses we have on board will also play a major role in recruiting our participants once their business is thriving (subject to vacancy availability and skills.) They will work in workshops, offices, even at various sites to understand what the partnership does and what their role will be within the Project.

For example, if we have steel fabrication and or wood machinist companies on board who will supply all steel and fabrication for the build. They will be asked to take several trainees in their workshops to learn all aspects of steel fabrication and fixing and joinery while the site is being prepared.

Once on-site, trainees will work in groups of their chosen trades supervised by an experienced licensed contractor. Ratios will depend on how many trainees in that trade.

Each licensed trade personnel will work alongside me as the project training coordinator and various training/colleges and other providers to ensure trainees are completing their assignments on time.

Those who may be struggling both theoretically and practically will be given support to assist them in getting back on track. We aim to ensure everybody completes their Training.

Partnered Licensed Construction/Project management teams will overlook all trades professionals ensuring each work-experience trainee is achieving the skills needed but will also support as and when required.

NOTE: If a person leaves due to finding a full-time job, they will be replaced by others on the UNIT 80 waiting list.

All statistics surrounding attendance, completion of their college program, and gaining employment will be shared by all.

PROGRAM OPERATING TIMES

UNIT 80 will push to operate a five-day week, Mon-Friday from 07.30 to 17.30, possibly a half-day Saturday to assist those who may be part-time, i.e. unemployed parents with young children.

THE IDEA SURROUNDING THE FOUR -WEEK WORK EXPERIENCE

Given the participants, a four-week work experience program not only prepares them for college, but also gives them a choice of trades to participate in.

Example: Joe Bloggs joins the programs as a trainee scaffolder, but after one week he decides its not for him and wants to change to carpentry, or plumbing. This is allowed by giving a few days noticed (subject to availability.)

Places will be limited unless more funding is provided. We want to ensure participants are ready to take on a college course in their chosen trade and not going to drop out due to wishing to join another course, costing the program and its investors/funding bodies thousands.

CHOICE OF POTENTIAL TRADES ON OFFER

We will be immediately looking to employ a minimum of 40 flexible Certified Trade Personnel each working a rostered minimum of 15 hours a week. This also allows for trade personnel to work on other projects that they may have.

Each successful participant is given a possible opportunity of trades, that will be on offer depending on the trade personnel/lecturers available. These including but not limited to:

| | | | |
|--------------------|----------------|-------------|------------------------------|
| Carpenter/joiner | Cabinet maker | Bricklayer | Electrician |
| Plumber/gas fitter | Roof tiler | Scaffolder | Civil engineering |
| Surveying | Estimator | Architect | Floor/wall tiller |
| Hospitality | Administration | Finance | Occupational Health & Safety |
| Plant Operator | Glazier | IT | Pipe later |
| Kitchen fitter | Child Minder | Chef/Cook | Carpet layer |
| Retail | Welder | Steel fixer | Painter & Decorator |

During the build, each participant works as a team, no matter of their chosen trade to ensure the Project is being constructed safely and on time. This will also include attending all Health Safety and Environmental inductions, toolbox talks, and Training requirements and ensuring the site is clean and tidy before ending shift.

Program OHSE procedures and Training will be developed and implemented by the program's creator and his team of OHSE & training personnel.

An OHSE committee will also be established to ensure potential incidents are kept to a minimum. 'Zero Harm' will be promoted throughout the build.

It will be compulsory that while working on-site, the participants, visitors, and stakeholders wear hard hats, goggles, and safety boots and must attend the program's safety induction.

A temporary onsite training room will be constructed to be used by trainers and instructors. Most of the learning will be completed practically.

Each participant agrees to complete all practical and written assignments given out by TAFE and onsite instructors. Parent or parents with children should have no trouble in completing the hours required if their children are attending school. Assistance will be on hand if needed.

PROGRAM MANAGEMENT

- Training schedules are planned in such a way that practical applications, as well as the theoretical aspect, are balanced. Programming will be prepared in such a way that the participant will be able to absorb enough knowledge of practical and theoretical perspectives.
- Programming may be achieved in many aspects, including evenings and weekends, for example, if a participant wanted to increase their level of education, they could conduct this in their own time of an evening, with some assistance.
- A program training matrix will be developed for all participants and will be audited to ensure each person's certificates received are kept updated.
- All training and program progress will be measured by 'Key Performance Indicators' (KPI's.) weekly; monthly reports will be shared with investors, state, and federal governments.
- The overall program will be audited by external parties ensuring compliance of local and European HSE standards.
- From time to time, potential and current sponsors, local and international politicians, housing group officials will be invited to come and view the program's progress. Participants with a disability will have their Training and unit built around their needs.

LOCATION

The following aspects will be considered when choosing the site and building the units/apartments:

- Proximity to public transport.
- Accessible to people with disabilities.
- The social environment,
 - Areas where people will feel safe,
 - Identify with the people around them and be accepted as part of the community.
- Proximity to schools and services.
- Access to shared outdoor space.
- Energy-efficient & cost-effective design.
- Safety and security.
- Provision of adequate storage.
- Provision of car parking space.

- Access to private outdoor space.
- Providing enough built-in storage space for each unit.

PROGRAM CODE OF CONDUCT

UNIT 80 will have in place a 'ZERO TOLERANCE,' and does not and will not tolerate any of the following:

- ♦ Fighting.
- ♦ Stealing.
- ♦ Favoritism
- ♦ Bullying, Obscene remarks, and/Graffiti.
- ♦ Gang creation.
- ♦ Victimization and Harassment.
- ♦ Smoking in unauthorized places.
- ♦ Banter.
- ♦ Abusive behavior towards staff and other participants.
- ♦ Alcohol and drug use - Participants will also sign a consent form to be randomly tested (TBA.)
- ♦ The same testing procedures will be used in many workplaces and colleges.
- ♦ Frequent lateness for work and training sessions.

NOTE: Due to the nature of this unique program and limited spaces, the program's strict rules will always be adhered to. These will also be mentioned in site orientations and on the site's notice boards.

- Any participant who has committed any one of the offenses mentioned on the previous page will be dealt with accordingly.
- A series of warnings will be given depending on the severity of the offense; some cases may merit immediate suspension from the program indefinitely.
- If suspended from the program for serious conduct, the participant will be removed from the program. This also applies to couples, of which one is suspended, the other is too.
- A new participant/s on the waiting list will be interviewed and taken on where the previous participant left off.

DISCIPLINARY

A Procedure will be developed (TBD,) alongside many other of the program procedures.

POTENTIAL FUNDING PARTNERS

- The Government's 'Next Steps Accommodation Programme,' (Future residents will be invited to participate in constructing their own rented unit.)
- Local Councils, whom may have funding for new buildings or major renovation works.
- Private commercial investors who may be extending their stores with new builds i.e. Supermarkets, Superstores, etc.
- NHS, who may have the funds to build new homes in the community for the elderly and or those with a disability.
- The Department for Education.
- Housing associations who are looking to extend their portfolio.

With UNIT 80 Partnership, being one of the largest construction work experience and apprenticeship employers in the United Kingdom and beyond, the funding support given from the government will encourage other government funding organizations to partner such programs.

Having UNIT 80 televised into a documentary from the beginning, returning for the middle and near completion, will also show all of the United Kingdom how the funding partners made this and possibly many other programs become a reality.

PROJECT MANAGEMENT FEES

As the program covers many individual supporting needs,

- Construction-Skills Training & Development for all age groups,
- Educational Needs & Support including for adults, for all levels,
- Employment,
- Affordable Rental Housing upon completion leading to purchasing their home at a discount rate once employed.

We shall be seeking funds from those mentioned governmental organizations above, to come on board as a joint partnership. Funding will go towards land, paying our competitive building fees, including for license trade professionals, educational and counseling staff, building materials, machinery and plant, TV Documentary, Website, PPE, and all Insurances for our participants funding towards Construction Skills Certification Scheme.

All properties that are constructed will belong to those investors.

Although UNIT 80 is in its early stages, with the program being an original concept and to many a Highly Ambitious, there is no reason to try a 'Pilot Program,' working with our current construction partners those whom we are discussing the idea with:

- Building & Construction colleges/training providers,
- Local Councils,
- ♦ Counseling and support groups,
- ♦ Not-for-profit organizations,
- ♦ Education departments,
- ♦ Migrant support groups,
- ♦ Construction Skills Certification Scheme

The **CRUX** of the program is to get as many unemployed/homeless people involved in doing something practically while learning a skill and making friends, whether part or full-time, rather than being at home bored and becoming depressed.

SUMMARY

- Save the government millions of pounds for each build.
- There is no limit of trainees/homeless people to be selected.
- The only program/employer to select an unlimited selection of unemployed people on one Project.
- The program can work all over the United Kingdom, including rural locations.
- The long-term program creates skills, training development, and employment no matter of age.
- Unit 80 promotes harmonious communities and brings much-needed business to local businesses.
- Employment for existing trades personnel who may be out of work.
- UNIT 80 Partners and Associates will take on as many trainees in and around their workshops until the site is ready for construction.
- Each participant gains a recognized 'Certificate of Trade' in their chosen field.
- Educational needs, counseling, and support will be provided.
- The program creates a harmonious approach in team building while creating new communities.
- Investors make significant profits.
- The program will be screened on national TV and promoted locally and internationally.

REFERENCES

Data from the Office for National Statistics (Key Stats About the Role of Women in Construction (2018.)

<https://c-r-l.com/content-hub/article/women-in-construction/#:~:text=At%20the%20end%20of%202016,and%20only%2029%2C000%20were%20women.&text=In%20the%20fourth%20quarter%20of,12.8%25%20of%20the%20construction%20workforce.>