

Challenges:

We believe that the company's most important and largest asset is its people, it therefore follows that our employees are the most critical investment that we make and is equally important as commercial success.

We have found that people are not coming into the industry as much as previously which is now creating a skills gap, which will cause a major shortage of skilled operatives within the next 5 years.

The major challenge is closing the skills gap and recruiting operatives who will commit to a 3-year programme to become fully qualified scaffold operatives.

MG Scaffolding have joined forces with the CITB (Construction Industry Training Board) to set up an apprenticeship programme. Apprenticeships are a way for current and new employees to access funded and fully recognised qualifications. They are available across a broad range of topics and are designed to develop important skills that are highly applicable to the workplace.

We have also implemented an Employee Referral Bonus scheme. This Scheme aims to broaden the scope of the Company's recruitment activity by encouraging all eligible employees to invite their friends and acquaintances to apply for permanent positions at the Company. MG Scaffolding employees will receive a 250.00 GBP referral bonus paid into their wages when the referred employee has passed a successful probation period.

Construction can be a rewarding and varied industry to work in, but it's also one where pressures can be high, and people can be more likely than average to experience work-related stress and other mental health issues. Four in five suicides are by men, with suicide the biggest cause of death for men under 35 (source: [UK Parliament](#)). In 2020, workers in construction were at some of the highest risk of suicide in the country, at 3.7 times higher than the national average (source: [Office for National Statistics](#)). As a result of these statistics, we have trained 8 out of 12 managers in mental Health First Aid with the remainder being trained by FYE24.

Impact:

The apprenticeship programme has provided increased Social Value by improving employment prospects. In terms of social mobility, evidence shows that disadvantaged workers or those from lower socio-economic backgrounds who have help to access training, qualification and employment opportunities, enjoy a bigger boost to earnings than their peers. For those apprentices that require further academic assistance, there is the maths and English foundation course, which is fully supported by the Construction College and MG management, which has boosted the confidence of those apprentices who do not have an academic advantage.

FACT BOX

Company Name

MG SCAFFOLDING LIMITED

No of employees

127

HQ

Website

www.mgscaffolding.uk.com

Main contact

Claire Day

Services

Scaffolding

About

MG Scaffolding are a specialised contract scaffolding company. We operate from our three operational branches located in Gloucestershire, Oxfordshire and West Midlands.

In 2022 MG Scaffolding became part of the RSK Group of companies.

We have employed 10 apprentices to date. 2 have been with us for over a year. 2 left within the first 6 weeks of their apprenticeship, and a further 6 are within their first-year of their apprenticeship.

By offering employees an opportunity to support our recruitment strategy while making an impact on the future of their workplace. Since August 2023, two employees have successfully used the employee referral scheme, which has rewarded them for their efforts.

The MHFA programme provides our managers with the confidence in dealing with mental health issues. This has seen an increase in employee engagement and those wanting to talk about their mental health, which has reduced the stigma of mental health.

Value gained:

Apprenticeships; Apprentices provide the company with a trained workforce and increased Social Value. If the apprentices pass their NVQ Level 2, they are offered full time permanent employment, boosting the workforce.

Employee referral bonus scheme; The employee referral bonus scheme promotes our company and industry in a positive way leading to further recruitment, which in turn assists the skills gap. The scheme has strengthened where employees are aware of what the employer is aiming to achieve and how, as individuals, they can contribute.

Mental Health awareness; As a result of the MHFA training programme, we have found that our employees feel positive that the company cares about the wellbeing of our workforce. MH First Aiders are not counsellors or therapists, but we now have the confidence that we are aware of how to assist.

Positivity in the workplace, increases job satisfaction leading to staff retention.

Top tips:

Communicate the People Matter Charter to everyone within the company. Communication with the workforce is critical for the charter to work.

Commit to the charter.

Promote positivity.

