



## HIGH-SPEED RAIL INDUSTRY LEADERS GROUP

### Using High Speed Rail construction to deliver social benefits

#### The challenge

The definition of social benefit is the total benefit to society from producing or consuming a good or service. There are a number of ways in which high speed rail can offer such benefits. The benefits to businesses will be improved connections through journey time savings and more job and business opportunities, giving access to a larger pool of employees for local businesses and increasing connections to a wider range of other businesses and markets. In addition to this, it will offer access to more job opportunities in more locations for people living in regeneration areas and help to reduce congestion on local and national roads.

#### The solution

As a major construction project, HSR can deliver social benefits through its employment policies. There will be wider socio-economic benefits once it is built, from the transport improvements that deliver regional economic benefits. Apprenticeships make good business sense. Skills shortages are still one of the biggest threats to UK business. Apprenticeships can help businesses across all industries by offering a route to harness fresh talent. By training people with the right skills for the job they can do a wider range of tasks and take on new responsibilities; this can help to reduce skill shortages, minimise staff turnover and workplace accidents and increase productivity.

#### How it worked

Carillion PLC has established working links with Thorn Cross prison in Warrington, in order to assist ex-offenders back into work.

One such candidate was Kalyan Chusadama. Kalyan was released on electronic tag when he had his first contact with the Rail industry. With the support of Thorn Cross he undertook a PTS (rail safety) course and a NVQ Level 2, which was supported by Thorn Cross. This developed into his successful placement in a full-time role as a trainee technical on a Carillion project.

Charlene Kelly, Employer Support Officer from Thorn Cross, said "It is the first scheme we are running like this and it is been absolutely superb. We have found great support and awareness from Carillion, and we really want to expand this initiative to increase the opportunities available."

## Carillion

#### The benefits

Recent surveys of employers who had Apprenticeship schemes found that:

- 82% of employers said that they took on an apprentice to build the skills capacity in their organisation
- 81% said that employing apprentices generated higher overall productivity for their company
- 66% said that their Apprenticeship programme made them more competitive in their industry
- 92% said that their Apprenticeship programme better motivated staff and increased job satisfaction
- 74% said that apprentices tended to be more loyal, remaining at their company longer than non-apprentices.

