

P&C
2023 - 2024



Equans Engage

Employer Engagement Brochure



FOREWORD

Introduction

Welcome to 'Equans Engage' which details the range of bespoke FREE workshops Equans offers, in areas we are working, within School and Community settings.

There are currently 5 key areas of focus:

- Employment and Skills
- Independence Skills
- Sustainability and Environment
- STEM
- Work Based Projects

Equans is committed to delivering, consistent and meaningful Social Value ensuring positive impacts and outcomes for those in the communities in which we work. Multiple workshops can be delivered in the same setting maximising the support we are able to offer to your organisation. Overviews, the skills developed, together with suitable age range of participants are detailed to assist you in identifying the most beneficial and appropriate workshops.

To be connected with your local Social Value Team, please email equansengage.uk@equans.com stating your geographical location. We look forward to working with you and making a difference together.

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Independence Skills

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Sustainability / Environment

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STEM Activities

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Work Based Projects

Equans offer work based projects across a number of disciplines, these projects provide an opportunity for candidates to apply academic knowledge and skills to real life scenarios and roles within the industry. For more information on the work based projects Equans can offer, [please click here.](#)



ALL ABOUT APPRENTICESHIPS

The All About Apprenticeships programme is delivered over a one-hour session and aims to give applicants an in-depth understanding of Apprenticeship pathways in Construction. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of what an apprenticeship is, the benefits to studying an apprenticeship and how to identify suitable opportunities.

Contents:

- Introduction to Equans Business
- What is an Apprenticeship and the benefits of taking this career pathway
- Apprenticeship Levels
- Craft and Technical Apprenticeships
- Higher/Degree Apprenticeships
- Best practise to sourcing an Apprenticeship that is right for you
- What skills are employers looking for in future Apprentices?
- 10 things that require zero talent
- Useful Information - Q&A

Skills Developed:

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Industry Knowledge | <input checked="" type="checkbox"/> Aspirations | <input checked="" type="checkbox"/> Career Pathways |
| <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Careers Information & Guidance | |

ASPIRE

The Aspire workshop is delivered over a one-hour session and aims to raise aspirations of those who participate and supports delegates to identify their over arching life goal to provide a sense of purpose and direction. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will understand what aspirations are and why it is important to have them. Those in attendance will identify what can influence their aspirations. Delegates will learn how to take necessary steps to become aspirational and identify their own aspirations.

Contents:

- Introduction to Equans Business
- What are Aspirations
- Identifying your Aspirations
- What affects your Aspirations
- What influences your Aspirations
- Identifying Role Models
- Why should we aspire
- Developing your Aspirations
- Managing your Aspirations
- Achieving your Aspirations

Skills Developed:



Self-awareness



Motivation



Adaptability



Accountability



Confidence

BE AWARE AND TAKE CARE

Be aware and Take care is an interactive safety presentation which is delivered via a whole school assembly which introduces students to a construction project and the people working on it. Suitable for ages 5 – 11.

Session Overview:

Outcomes of Session:

Students will gain a firm understanding of the roles within construction, dangers of construction sites and how we can make sites safer.

Contents:

- Introduction to Equans
- Who do we work for?
- Who is this project for?
- Project value
- Project Facts
- Project images
- Who Works on site?
- Construction Site Dangers
- How can we make our construction sites safer?
- Quiz Time
- Important Messages
- Be Safe!

Skills Developed:

Health & Safety

Communication

Confidence

Responsibility

BRAND YOU

The Brand You workshop is delivered over a one-hour session and aims to give delegates an in-depth understanding of the importance of Personal Branding and how to build their own Personal Brand. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will gain an in-depth understanding of the importance of a positive personal brand and how they can brand themselves effectively.

Contents:

- Introduction to Equans Business
- What is Branding and the concept of Branding.
- What makes a Personal Brand?
- Why is Personal Branding important?
- Building a Personal Brand
- Positive Personal Branding
- Social Media do's and don'ts
- How do I use my Personal Brand

Skills Developed:

Confidence

Employability

Social Media

Communication

BUILDING YOUR BUSINESS

Building your Business is a business and enterprise workshop which is delivered over a two-hour session. The workshop aims to provide insight into starting a business from scratch and what actions need to be taken to ensure business success. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Delegates will gain a firm understanding of the basics of building a business including the pros and cons of embarking on their own business venture.

Contents:

Starting your Business

- The reality of building a business
- The Business idea
- Developing the Business Idea
- Researching the Market

Planning for your future

- The Business Plan
- Creating a Company
- Where will you work?

Financing your future empire

- The cost of starting up
- Funding your business venture
- Suppliers and stock

Building your Business Brand

- What is a brand?
- Building a Business Brand
- What makes a brand
- Memorable Branding
- Methods of Marketing
- Marketing Strategy

Super Skills for Business Success

Skills Developed:

- Planning and Organising
- Business Development
- Decision Making
- Self-Management
- Innovative and Critical Thinking

COMMUNICATE WITH CONFIDENCE

The **Communicate with Confidence** workshop aims to build effective communication by raising awareness of the different forms of communication, highlighting barriers to effective communication and identifying the consequences of poor communication. The workshop is delivered across a one-hour session and is suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will identify the essential aspects of good communication and demonstrate listening, presenting and other forms of communication and being able to explain the potential consequences of poor communication.

Contents:

- Introduction to Equans Business
- What is effective communication
- Why effective communication is important
- Different forms of communication
- How to communicate effectively
- Barriers to effective communication
- Meeting the needs of your audience
- Non-verbal communication
- How to improve your communication skills

Skills Developed:



Communication



Listening



Speaking



Confidence



Understanding

CONNECTING CAREERS

The Connecting Careers programme is designed to be delivered over a one-hour session and aims to inspire students around the variety of careers available to them and the skills required for the world of work. The session is suitable for candidates 11+ in both School and Community settings.

Session Overview:

Outcomes of Session:

Applicants will gain an awareness of the variety of careers available, the skills and attributes employers will look for in future talent and information they would need to share with a future employer.

Contents:

- Introduction to Equans
- Identifying each students 'super strength' and careers of interest
- The skills and attributes employers will look for in future talent
- What are transferable skills and 10 skills that require zero talent
- The benefits of work experience and volunteering
- Information you would share with an employer - CVs and Cover Letters
- Interviews - the purpose and benefits of interviews
- The importance of Social media
- Apprenticeships - what are apprenticeships and what to expect?
- How to source an apprenticeship opportunity
- Questions and Answers

Skills Developed:

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Aspirations | <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Social Media |
| <input checked="" type="checkbox"/> Career Pathways | <input checked="" type="checkbox"/> Careers Information & Guidance | |

CONSTRUCTING CAREERS

Constructing Careers is an interactive presentation which supports schools to achieve the Gatsby Benchmarks. The presentation is delivered over a 40–50-minute session and provides an opportunity for students to engage with Employees as well as gaining insight into careers within construction, current Labour Market Information and routes into the industry. Suitable for ages 14+

Session Overview:

Outcomes of Session:

Students will gain a firm understanding of careers in Construction and routes into industry as well as being provided with labour market information which will support them in making informed choices around their future careers.

Contents:

- Introduction to Equans
- Construction Jobs
- Opportunities in Construction
- Routes into the Construction Industry
- How much can you earn?
- Construction Myths
- My Career Pathway
- My Role and Responsibilities
- Key subjects for my role
- Skills needed in my role
- Skills and Attributes Employers Want
- Sources of more information

Skills Developed:



Aspirations



Confidence



Employability



Career Pathways



Understanding Labour Market

EXPLORING SKILLS

Exploring Skills is an interactive workshop delivered over a one-hour session and aims to give students an introduction into skills and careers, providing an understanding of how key skills and schools subjects can match certain jobs. Suitable for ages 7-12.

Session Overview:

Outcomes of Session:

The workshop aims to help KS2 pupils explore the different careers available to students when they enter the world of work. It encourages them to start thinking about where their talents, strengths and interests lie, and what is meant by the term 'skill'. It also explored vast examples of various jobs in a wide range of sectors that relate to different subject areas.

Contents:

- Introduction to Equans
- What are Skills?
- Jobs and Careers
- How your School subjects can help you get a job
- Your Skills, Interests and Ambitions
- Finding your ideal job

Skills Developed:

Aspirations

Self-Awareness

Career Mapping

Confidence

Employability

Industry Knowledge

IGNITE

The IGNITE employability programme aims to raise aspirations, self-motivation and resilience whilst providing delegates with the skills and knowledge to support their career development. IGNITE is a week long programme, which can be delivered in shorter sessions over a longer period of time to suit delegates needs. Suitable for ages 14+.

Session Overview:

Outcomes of Programme:

Delegates will gain a firm understanding of what it takes to be employable and how they can achieve their career aspirations whilst showcasing their skills and attributes to potential employers.

Contents:

- Introduction to Equans
- Aspire - Aiming to Achieve
- Motivate Me - Self-Motivation
- Inner Strength - Building Resilience
- Communicate with confidence - Effective Communication
- Interface - Working well together
- SWOT About Me - Skills analysis
- Brand You - Personal Branding
- Employment Essentials - CV Building and cover letter building
- Skills for Success - Interview Techniques
- Pathfinder - Career mapping and planning
- Work Ready - Your journey starts here

Skills Developed:

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Teamwork |
| <input checked="" type="checkbox"/> Adaptability | <input checked="" type="checkbox"/> Accountability | <input checked="" type="checkbox"/> Resilience |

INDUSTRY INSIGHTS

The Industry Insights programme is delivered over a one-hour session and aims to give applicants an in-depth understanding of the Equans business and the variety of roles available within the sector. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of the Equans business and roles available as well as top hints and tips on what employers are looking for in future talent.

Contents:

- Who are Equans, overview of Business Capabilities
- Company Core Values/Behaviours
- Overview of the diversity of roles within Equans
- Hints and tips of what employers expect to see in future applications (CV, Letter of Application, Interview)
- Where to find Equans roles and what roles are currently available
- How to apply to roles within Equans
- Ongoing Support - Optional 1-2-1 support (CV reviews/feedback, Mock Interviews)

Skills Developed:

Confidence

CV Writing

Communication

Job Ready

Networking

Researching

INNER STRENGTH

The Inner Strength workshop aims to build delegates resilience by highlighting the importance of resilience and promoting characteristics of resilient people. During the workshop delegates will identify ways in which they can become more resilient. Inner Strength is delivered across a one-hour session and is suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will understand what is meant by the term resilience and just how important it is to be resilient. Delegates will be exposed to times which they may need to be resilient and will be introduced to strategies that can help individuals become more resilient.

Contents:

- Introduction to Equans Business
- What is resilience
- Why resilience is important
- Characteristics of resilient people
- When you might need to be resilient
- Building resilience
- Becoming more resilient
- Examples of resilience
- Being resilient

Skills Developed:



Resilience



Positivity



Coping Strategies



Confidence

INTERFACE

The Interface workshop aims to promote collaborative working by highlighting the importance of teamwork. During the workshop delegates will identify ways they can become a real team player. Interface is delivered across a one-hour workshop and is suitable for ages 14+

Session Overview:

Outcomes of Session:

Delegates will understand what teamwork is and why it is important. During the session delegates will explore the characteristics of a successful team and identify ways in which they can develop their teamwork skills.

Contents:

- Introduction to Equans Business
- What is teamwork
- Why teamwork is important
- What makes a successful team
- The advantages of team working
- What makes a good team player
- How you can become a better team player
- Diversity within a team

Skills Developed:



Teamwork



Communication



Collaboration



Confidence

MENTORING CIRCLES

The Mentoring Circles programme is delivered over three, one-hour sessions and aims to give applicants an in depth understanding of what employers look for in future talent and applications. This session is suitable for candidates 18+.

Session One:

Outcomes of Session One:

Applicants will gain an understanding of how to tailor their CV for a specific job to gain maximum points and land that job interview.

Contents:

- Introduction to Equans
- 10 Things that require Zero Talent
- How to produce a quality CV and how to structure
- How to tailor your CV to a specific job role or sector

Session Two:

Outcomes of Session Two:

Applicants will know how to use the STAR method when answering interview questions to gain maximum points.

Contents:

- What may form part of an interview
- Introduction to the STAR method
- How to perform well at interview and interview top hints and tips

Session Three:

Outcomes of Session Three:

Applicants will gain an in-depth understanding of how and where to search for jobs and how social media can play apart of that search.

Contents:

- Where to look for jobs and how various employment sites can support this
- The power of social media
- Online profile (e.g Linked In)

Skills Developed:



Confidence



Interview Techniques



On-line job search



CV Writing



Social Media



Communication

MENTORING CIRCLES

The Mentoring Circles programme is delivered over three, one-hour sessions and aims to give applicants an in depth understanding of what employers look for in future talent and applications. This session is suitable for candidates 18+.

Session One:

Outcomes of Session One:

Applicants will gain an understanding of how to tailor their CV for a specific job to gain maximum points and land that job interview.

Contents:

- Introduction to Equans
- How to produce a quality CV and how to structure
- How to tailor your CV to a specific job role or sector
- How Volunteering can support your application and at interview

Session Two:

Outcomes of Session Two:

Applicants will know how to use the STAR method when answering interview questions to gain maximum points.

Contents:

- What may form part of an interview
- Introduction to the STAR method
- How to perform well at interview and interview top hints and tips

Session Three:

Outcomes of Session Three:

Applicants will gain an in-depth understanding of how and where to search for jobs and how social media can play apart of that search.

Contents:

- Disclosing any Health Conditions/Disabilities and why as an employer we encourage this
- In work support and adaptations
- Looking for a job, utilising social media and online profiles (e.g Linked In)

Skills Developed:

- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Interview Techniques | <input checked="" type="checkbox"/> On-line job search |
| <input checked="" type="checkbox"/> CV Writing | <input checked="" type="checkbox"/> Social Media | <input checked="" type="checkbox"/> Communication |

MENTORING FOR SUCCESS

The Mentoring for Success programme is delivered over five sessions and aims to discuss career aspirations and plan how to support in reaching them. Volunteers from the Equans business support this 5 session programme with mentors allocated a maximum of 4 mentees. Each session is delivered over a thirty minute session, with students expected to complete additional tasks prior to sessions.

Mentors are able to offer a real insight into the world of work, careers opportunities available and the skills that employers are looking for. They use their knowledge, experience and networks to support and inspire young people to reach their full potential.

The programme is suitable for young people 14+ in a school and community setting.

Benefits of the programme:

- Gaining practical advice, encouragement and support
- Identifying goals and a sense of direction
- Being encouraged and empowered to achieve personal goals
- Learning from the experiences of others

Session One:

Contents:

- Mentee/Mentor profile discussion and introductions
- Mentoring Pledge
- 'Unique Me' and 'Future Me' exercises - aims to support students to reflect on their key skills, skills to develop and where they see their future self.
- Introduction to 'Climbing the Steps to Success' take away exercise - aims to demonstrate the steps needed to achieve their end goal.

Session Two:

Contents:

- Reflection on 'Climbing the Steps to Success' exercise
- Creation of Steps to Success plan - how can students achieve their goal
- Introduction to 'Little things that get in the way of big things' take away exercise - an infographic that puts a goal in a large circle and small circles to show distractions that may get in the way
- Mentee and Mentor Notes and Actions

Session Three:

Contents:

- Reflection on 'Little things that get in the way of big things' exercise - what could get in the way and how to overcome this
- 'Kicking the little things out to get the goal' exercise
- Careers of Interest discussion
- Introduction to 'My Career Choices' - steps needed to get to their chosen career
- Mentee and Mentor Notes and Actions

Session Four:

Contents:

- Reflection on 'My Career Choices' and 'What i have got that will help this'
- 'Amazing Me' exercise - an exercise to highlight the positive skills the mentee has
- 'What I need' discussion - highlights skill and attributes they may need to develop and qualifications they may need to gain
- Develop a skills and attributes plan
- Mentee and Mentor Notes and Actions

Session Five:

Contents:

- Reflection on the mentoring journey, what has been achieved and what the mentee may need to continue to do to achieve success.
- 'Actions for success - whats next?' exercise
- Mentee and Mentor Feedback

Skills Developed:

- | | | |
|---|--|--|
| <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Organisation | <input checked="" type="checkbox"/> Responsibility |
| <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Career Aspirations | <input checked="" type="checkbox"/> Motivation |

MOTIVATE ME

The Motivate Me workshop aims to raise the motivation of those who are in participation. The workshop helps delegates identify what motivates them and understand how they can remain motivated during difficult times. Motivate Me is delivered across a one-hour session and is suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will understand what motivation is and why we need motivation. Delegates will be able to identify what motivates them and how they can remain motivated when they face challenges. Target setting will focus on personal and professional goals ensuring they are SMART.

Contents:

- Introduction to Equans Business
- What is motivation
- Intrinsic motivation
- Extrinsic motivation
- What makes us lose motivation
- The importance of motivation
- Ways to motivate yourself
- Goal Setting
- How to remain motivated

Skills Developed:



Resilience



Motivation



Goal Setting



Confidence



Enthusiasm

PATHFINDER

The Pathfinder workshop focuses on career mapping and planning. The workshop exposes delegates to a number of job roles within sectors and industries helping individuals find sustainable employment. Pathfinder is delivered across a one-hour session and is suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will learn about different roles within sectors and industries and the different employment types. Delegates will be supported to find suitable and sustainable careers and will be equipped with the skills required to search for opportunities and map out a clear pathway.

Contents:

- Introduction to Equans Business
- Sectors/industries and job roles
- Roles within Equans
- Routes to employment
- Types of employment
- Employment contracts
- Career mapping
- Job search
- Types of applications
- Sustainable employment

Skills Developed:



Job Search



Confidence



Employability



Career Mapping



Enthusiasm

RECONCILE AND RESOLVE

The Reconcile and Resolve workshop is a one-hour session, which aims to build the skills needed to efficiently deal with conflict, when it arises, in professional and personal settings. The workshop aims to give participants an understanding of where and why conflict occurs and how to manage it effectively. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Participants will gain knowledge on how to identify conflict and understand the techniques and skills needed for conflict resolution and management. The workshop will include a presentation, video, role play and workbook for participants to complete.

Contents:

- Introduction to Equans
- The meaning of conflict
- Why does conflict occur?
- Negative and positive impacts of conflict
- The differences between conflict resolution and management
- Techniques to manage and resolve conflict
- Do's and don'ts during conflict
- Conflict activity - written or verbal activity

Skills Developed:

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Resolution Skills | <input checked="" type="checkbox"/> Problem Solving |
| <input checked="" type="checkbox"/> Conflict Awareness | <input checked="" type="checkbox"/> Independence Skills | <input checked="" type="checkbox"/> Communication |

SKILLS FOR SUCCESS

The Skills For Success programme is designed to be delivered over two, one-hour sessions and gives applicants an in-depth understanding of what employers expect to see in future talent and applications. The session is suitable for candidates 14+ in both School and Community settings.

Session One:

Outcomes of Session One:

Applicants will gain an in-depth understanding of how to produce and tailor a quality CV and letter of application.

Contents:

- Introduction to Equans
- 10 Things that require Zero Talent
- How to produce a quality tailored CV
- What is a letter of application - benefits and how this can showcase your suitability for the role applied for.

Session Two:

Outcomes of Session Two:

Applicants will know how to use the STAR method when answering interview questions and how social media can play a part in job searching.

Contents:

- Introduction to the STAR method
- Putting STAR into practice
- Hints and tips to perform well at interview
- Finding a job - the power of Social Media
- Job Search/Online profile

Skills Developed:



Confidence



Interview Techniques



On-line job search



CV Writing



Social Media



Communication

SPY ON SITE

The Spy on Site programme is designed to be delivered over a one-hour session and gives applicants an insight of construction sites and the step by step process of housing construction. Suitable for ages 12+.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of the world of construction, including the variety of roles, health and safety, how a construction site functions and the step by step process taken to build houses.

Contents:

- Introduction to Equans Business
- The variety of roles within Construction
- Apprenticeship routes into Construction
- Health & Safety Site Induction
- Virtual Site Tour
- Site Quiz
- Questions and answers

Skills Developed:

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Industry Knowledge | <input checked="" type="checkbox"/> Aspirations | <input checked="" type="checkbox"/> Career Pathways |
| <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Careers Information & Guidance | |

SWOT ABOUT ME

The SWOT About Me workshop aims to promote self-awareness for those who participate in the workshop and carry out an analysis to identify strengths, weaknesses, opportunities and threats and how skills can be developed. SWOT About Me is delivered across a one-hour session and is suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will understand different types of skills and identify skills which employers are looking for. Those in participation will look to improve their employability skills through recognising their strengths and weaknesses and working on a plan to play to their strengths and develop their weaknesses.

Contents:

- Introduction to Equans Business
- What are skills
- Types of skills
- Soft/Hard Skills
- Key skills employers look for
- Key attributes employers look for
- Recognising strengths/weaknesses
- Identifying opportunities and acknowledging threats
- Analysing your SWOT
- Ways to develop your skills

Skills Developed:



Self-awareness



Confidence



Target Setting

VIRTUAL WORK EXPERIENCE

Virtual Work Experience is a one week long programme delivered via TEAMS and aims to give students a unique opportunity to gain work experience, an insight into essential skills needed for the future world of work and top hints and tips relating to employability skills. The programme is suitable for students aged 16+ and is available in a range of disciplines.

Day One (Employability):

- Introduction to Equans Business and Social Value Officer
- Induction and overview of expectations
- Display Screen Equipment (DSE) Training
- Company research task and group presentations
- Employability session – How to produce and tailor a quality Personal Profile and CV

Days Two, Three and Four:

- Days 2,3 and 4 of the programme will be dedicated to the chosen discipline of work experience
- Students will focus on work based tasks relating to that discipline and work independently
- Morning briefings and meetings to update progress
- Positive Role model talks and Q&A's relating to the VWE discipline
- Personal Work log completed on a daily basis to detail progress and skills developed
- Daily feedback from Equans on performance and progress to maximise personal development
- Full feedback to evidence to future employers their experience and skills developed

Day Five (Employability):

- Introduction to Interviews
- Introduction to the STAR method, Putting STAR into practise
- What may form part of an interview and interview top hints and tips
- Evidencing your Virtual Work Experience on your updated CV
- Mock Interviews with Equans employee and full feedback completed within work log

Skills Developed:

- | | | |
|---|--|---|
| <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Improving Learning | <input checked="" type="checkbox"/> Job Ready |
| <input checked="" type="checkbox"/> Problem Solving | <input checked="" type="checkbox"/> Managing Feelings | <input checked="" type="checkbox"/> Confidence |
| <input checked="" type="checkbox"/> Working with Others | <input checked="" type="checkbox"/> Reliability | <input checked="" type="checkbox"/> Employability |

WOMEN IN CONSTRUCTION

The Women in Construction Workshop is an interactive session designed to inspire young girls into the Construction Industry. The workshop is delivered across a one-hour session and provides an opportunity for students to gain an understanding of Women in Construction, routes into the industry and what job role may be right for them. Suitable for ages 11+.

Session Overview:

Outcomes of Session:

Students will gain an understanding of the history of women in construction, careers in construction and routes into the industry.

Contents:

- Introduction to Equans
- Women in Construction
- Challenging Stereotypes
- The importance of Women in Construction
- Historic Women within Construction
- Equans Women in Construction
- Careers in Construction
- Routes into the Industry
- The Construction Job for you activity

Skills Developed:

- | | | |
|---|---|---|
| <input checked="" type="checkbox"/> Aspirations | <input checked="" type="checkbox"/> Construction Careers | <input checked="" type="checkbox"/> Career Mapping |
| <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Construction Pathways | <input checked="" type="checkbox"/> Research Skills |

WORK READY

The Work Ready workshop is delivered across a one-hour session and focuses on preparation for work. During the workshop delegates will identify any potential barriers to them obtaining employment and how they can overcome these obstacles. Delegates will identify the factor to obtaining employment and be exposed to positive examples of how to be successful during your employment. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Delegates will understand what is meant by the term work readiness and will be able to identify ways that they can develop their own employability skills and prepare for employment.

Contents:

- Introduction to Equans Business
- What does work ready mean?
- Factors to obtaining employment
- How to become work ready
- Preparing for employment
- Identifying barriers
- Being successful during employment

Skills Developed:



Adaptability



Confidence



Employability



Planning

CARING FOR YOUR CASH

The Caring for your Cash programme is delivered over a one-hour session and aims to give applicants an in-depth understanding of how they can manage their money effectively. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Applicants will gain an indepth understanding of how they can effectively manage, budget and save their money.

Contents:

- Introduction to Equans Business
- Managing your money
- Bank accounts
- The cost of living independently
- Money Matters Quiz - raising awareness of all things money related
- Budgeting - sources of income VS expenditure
- Saving accounts and how to save money
- Responsible money management
- Useful tools & websites to support money management

Skills Developed:



Confidence



Organisation



Responsibility



Money Management



Budgeting

CARING FOR YOUR COOKING

The Caring for your Cooking programme is delivered over a one-hour session and aims to give applicants an in-depth understanding of how they can prepare, store and shop for their food and maintain a healthy diet. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Applicants will gain an indepth understanding of why food safety and hygiene is important, buying and storing of food, allergies and special diets and how to eat the healthy and for the best value.

Contents:

- Introduction to Equans Business
- Why is food safety and hygiene important?
- Tips and tricks when buying your food
- Food Labelling - Use by and Best Before dates
- Food storage - where and how should food be stored
- Quiz
- Safe Food Preparation
- Food Allergies
- Personal Hygiene and cleaning
- Eating healthy VS Fast food
- Hints and Tips

Skills Developed:

- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Organisation | <input checked="" type="checkbox"/> Responsibility |
| <input checked="" type="checkbox"/> Independent Living | <input checked="" type="checkbox"/> Budgeting | <input checked="" type="checkbox"/> Cooking |

CARING FOR YOUR NEW HOME

The Caring for your new home programme is delivered over a two-hour session and aims to give applicants an in-depth understanding of how they can care for their new home and live independently. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Applicants will gain an indepth understanding of how they can live independently whilst maintaining their new home.

Contents:

- Introduction to Equans Business
- Cleaning your home
- Furnishing your home
- Flat Pack furniture - How to guide
- Home Waste and Recycling
- Your Utilities
- What to do in an emergency - Gas, Electric, Water
- Fuses - How to change a fuse
- Lightbulbs - Lightbulb fittings and how to change a lightbulb
- Fuse Boxes and Trip Switches
- Power Cuts - What to do
- Gas Leaks - What to do and who to contact
- Your Boiler
- Stopcocks - Water Leaks and Frozen Pipes
- Your Meter - How to add emergency credit
- Radiators - How to bleed your radiator
- Q&A

Skills Developed:



Confidence



Organisation



Responsibility



Independent Living



Home Management

DIGITAL DEEP DIVE

The Digital Deep dive programme is a flexible session which consists of ten interactive one-hour modules that can be delivered in a range of formats to suit applicants needs. The sessions aim to support applicants to develop a range of digital skills to become digitally connected. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Applicants will gain a range of digital skills and knowledge to support them in transitioning into the digital world. Each module will include interactive tutorials and step by step guides.

Contents:

- What is Digital Inclusion
- Using a Computer or Device
- Device Tips & Tricks
- Online Basics – Getting Connected
- Digital Communication
- How to be safe online
- Microsoft Office
- Managing Finances Online
- Online Bills, Services & Shopping
- Finding a Job Online

Skills Developed:



Confidence



Digital Awareness



IT Skills



Online Safety



Independence Skills



Communication

RENOVATE - WAYS TO WELLBEING

The Renovate – Ways to Wellbeing programme is delivered over two 1-hour sessions and aims to increase awareness of the importance of Physical Activity and Healthy Eating whilst supporting delegates to make informed choices that will support a healthy lifestyle. Suitable for ages 16+.

Outcomes of Programme:

Delegates will gain a firm understanding of the importance of being physically active and eating a healthy balanced diet, and the small changes they can make to their current lifestyle ensure optimum health and wellbeing.

Session One:

Contents:

- What is Physical Activity?
- Physical Activity Key Facts
- Why is it important to be Physically Active?
- How much Physical Activity do we need?
- How does the body benefit from Physical Activity?
- Types of Exercise
- Levels of Physical Activity
- Day-to-day Activities
- Exercise Intensity
- How can we be more active?

Session Two:

Contents:

- Why is it important to eat healthily?
- Obesity key facts
- Recommended Intake
- Daily Intake key facts
- Unhealthy/Healthy food types
- The Eatwell Plate
- How can we eat more healthily
- Food Labelling
- Healthy Eating on a Budget
- Meal Planning

Skills Developed:



Organisation



Self-Management



Decision Making



Self Confidence

WORKING ON WELLBEING

The Working on Wellbeing session is designed to be delivered over a one-hour session and aims to give applicants knowledge on how to look after their own Mental Health and Wellbeing. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of how to look after their own mental health and well-being and coping mechanisms to manage daily stressors.

Contents:

- Introduction to Equans Business
- What do our brains need for good mental health?
- Our Stress Bucket
- Coping strategies for daily stressors
- How we communicate
- Positive and active listening - six effective techniques
- The power of language
- Day to day ways to make a difference

Skills Developed:

Skills For Life

Aspirations

Communication

Wellbeing

Confidence

ACHIEVING NET ZERO

The Achieving Net Zero workshop is delivered across a one-hour session and aims to give applicants an in-depth understanding of how decarbonisation can reduce energy usage to achieve Net Zero. Suitable for ages 16+

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of the affects of Climate Change, how decarbonisation reduces energy usage and ways in which the industry and individuals can support the transition to net zero.

Contents:

- Introduction to the Equans Business
- The climate emergency
- Carbon footprints and the greenhouse effect
- Achieving Net Zero
- What is Decarbonisation
- Retrofitting properties
- Retrofit measures
- Energy efficiency
- Energy saving technologies
- Green skills and careers

Skills Developed:



Confidence



Responsibility



Sustainability



Career Aspirations



Self-awareness

BEE DIVERSE

Bee Diverse is an interactive workshop delivered over a one-hour session and provides an insight into what biodiversity is and the role Bees play. Suitable for ages 5-7. The session provides students with an interactive experience to understand how they can preserve nature.

Session Overview:

Outcomes of Session:

Students will gain a basic understanding of Biodiversity, the importance of maintaining a healthy planet and how Bees play a role in supporting this.

Contents:

- Introduction to Equans
- What is Biodiversity
- Why Biodiversity Matters
- What are Ecosystems
- Meet the Bees
- The importance of Bees
- The roles Bees play inside the Hive
- Bees and Biodiversity
- How we can protect Bees
- Steps Schools can take to protect Bees

Skills Developed:



Confidence



Creativity



Communication



Problem Solving



Environmental Awareness

EXPLORING BIODIVERSITY

Exploring Biodiversity is an interactive workshop delivered over a one-hour session and provides insight into what Biodiversity is and what steps we can take to protect Biodiversity. Suitable for ages 7-11.

Session Overview:

Outcomes of Session:

Students will gain an in-depth understanding of Biodiversity and Ecosystems, whilst learning how we can protect ecosystems and sustain a healthy planet.

Contents:

- Introduction to Equans
- What is Biodiversity
- Different types of Biodiversity
- What are Ecosystems
- The Food chain
- Different types of Ecosystems
- The importance of Biodiversity
- Loss of Biodiversity
- The Impact of human activities
- How we can protect Biodiversity
- Steps Schools can take to protect Biodiversity

Skills Developed:



Teamwork



Green Skills



Communication



Problem Solving



Creativity

FOOTPRINTS FOR THE FUTURE

The Footprints for the Future programme is delivered over a one-hour session and aims to give applicants an in-depth understanding of the affects of Climate Change, and how we as a society are contributing to this. Suitable for ages 12+

Session Overview:

Outcomes of Session:

Applicants will gain an indepth understanding of the effects of Climate Change, Carbon Footprints and how they can become more sustainable to reduce their own Carbon Footprint.

Contents:

- Introduction to Equans Business
- What is Climate Change
- Why is Climate Change happening
- How human activities are contributing to Climate Change
- The long term impacts of Climate Change
- What is a Carbon Footprint
- Activity: What is your personal Carbon Footprint
- Ways to reduce your footprint, becoming more sustainable
- Activity: Carbon Pledge
- Green Careers and skills
- Questions & answers

Skills Developed:

- | | | |
|--|--|--|
| <input checked="" type="checkbox"/> Sustainability | <input checked="" type="checkbox"/> Self-awareness | <input checked="" type="checkbox"/> Responsibility |
| <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Career aspirations | |

FUEL POVERTY

The Fuel Poverty workshop is delivered over a one-hour session and aims to give residents an in-depth understanding of the Fuel Poverty issue and what energy efficiency measures can be put in place to save energy and money at home. Suitable for ages 18+.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of fuel poverty in the UK, why fuel poverty is a growing issues and how they can become energy efficient to save money in their own homes.

Contents:

- Introduction to Equans Business
- Types and forms of energy
- The link between energy and climate change
- Rising energy prices
- The causes and impacts of fuel poverty
- What is energy efficiency
- Ways to improve energy efficiency at home
- Reducing your energy bills
- Support available

Skills Developed:

Independence

Confidence

Life Skills

Awareness

GREEN CAREERS

Green Careers is an interactive presentation which is delivered over a 40-50 minute session and provides an opportunity for students to learn more about the impact of construction on the environment, the UK's Net Zero strategy and Green Jobs within the industry which will support the UK to meet its Net Zero aspirations. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Students will gain a firm understanding of why the construction industry needs to become more sustainable, how we can support the achievement of Net Zero and the resulting Green Jobs that have become available. They will also gain insight into routes into industry as well as being provided with labour market information and hearing from Equans colleagues working in Green Jobs, which will support them in making informed choices around their future careers.

Contents:

- Introduction to Equans
- Construction and Climate Change
- The UK's Net Zero Strategy
- How will the Construction Industry contribute to Net Zero?
- How are Equans supporting Net Zero?
- What are Green Skills?
- Why do we need Green Skills
- What are Green Jobs?
- Why do we need 'Green Jobs'?
- Green Job Requirements
- Green Jobs in Construction
- Green Jobs Salaries
- Routes into Industry
- What skills might you need for a Green Career?
- Hearing from our Green Colleagues
- Why choose a Green Career?

Skills Developed:



Confidence



Aspirations



Understanding



Career Pathways



Labour Market



Employability

MODULAR BUILD

The Modular Build workshop is delivered over a one-hour session and aims to give applicants an in-depth understanding of a Modular Build. Following the workshop students will create their own Modular Build over a 6-8 week period. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Students will gain an in-depth understanding of a Modular Build and the materials needed to create the building.

Contents:

- Introduction to Equans
- What is a Modular Build
- How are Modular Builds Constructed
- Materials used on a Modular Build
- Why use Modular Builds
- The link between Modular Builds and Net Zero
- Energy Efficiency in Modular Builds
- Create your own Modular Building project

Students will work on their Modular Build Project for 6-8 weeks, with support from Equans in-between if required. Equans will return at the end of the project to provide feedback.

Skills Developed:

- | | | |
|--|--|---|
| <input checked="" type="checkbox"/> Confidence | <input checked="" type="checkbox"/> Creativity | <input checked="" type="checkbox"/> Communication |
| <input checked="" type="checkbox"/> Teamwork | <input checked="" type="checkbox"/> Research | <input checked="" type="checkbox"/> Green Skills |

PLASTIC NOT SO FANTASTIC

The Plastic not so Fantastic programme is delivered over a one and a half hours session and aims to give students an in-depth understanding of the negative impact plastic has on the environment and how they can take action to reduce plastic waste. Suitable for ages 7-12.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of the issues associated with plastic use, the importance of recycling and how everyone has a role to play in reducing plastic waste.

Contents:

- Introduction to Equans Business
- What plastic is used for and how it is made
- Qualities and benefits of plastic
- Single-use plastics and the issues associated with them
- The impact of micro-plastics
- The life cycle of single-use plastic
- The importance of recycling
- How much do you know about plastic Quiz
- How to reduce plastic in your school and as an individual
- Plastic pledge activity
- Plastic challenge activity - create a recycled mini greenhouse

Prior to taking part in the session, students will collect their single-use plastic bottles that can be recycled to create their own mini greenhouse.

Skills Developed:

Confidence

Communication

Responsibility

Recycling

Sustainability

RETROFIT CHALLENGE

The Retrofit Challenge is delivered over a two-hour session and aims to give applicants an understanding of green careers and how decarbonisation technology is used within the construction industry. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of the need for green skills within the industry and the process in which a building is retrofitted with decarbonisation technology.

Contents:

- Introduction to the Equans Business
- Transferable skills employers look for
- Green careers and skills
- Decarbonisation technology
- Pitching with confidence
- Activity: Retrofit Challenge
- Project presentation
- Project feedback
- Questions and Answers

Skills Developed:

- | | | |
|---|---|--|
| <input checked="" type="checkbox"/> Presentation | <input checked="" type="checkbox"/> Problem Solving | <input checked="" type="checkbox"/> Confidence |
| <input checked="" type="checkbox"/> Time Management | <input checked="" type="checkbox"/> Communication | <input checked="" type="checkbox"/> Team Working |

STEP-UP TO SUSTAINABILITY

Step-Up to Sustainability can be delivered via a whole school assembly or over a 40-minute lesson and provides insight into what sustainability is and how we can be more sustainable in our every day lives. Suitable for ages 5 to 11 Years.

Session Overview:

Outcomes of Session:

Students will be able to explain what the word Sustainability means, identify ways that natural resources can be used more sustainably and understand how sustainability can affect design.

Contents:

- Introduction to Equans Business
- What is Sustainability
- Why is it important to be Sustainable
- Renewable Resources
- Non-renewable Resources
- Sustainability in Design
- Reduce – Reuse – Recycle
- How can you be more sustainable at home
- How can you be more sustainable at School

Skills Developed:

Green Skills

Communication

Responsibility

Teamwork

SUSTAINABLE CONSTRUCTION

The Sustainable construction workshop is delivered across a one-hour session and aims to give applicants an in-depth understanding of how Climate Change influences the way in which we work within the Construction Industry. Suitable for ages 16+

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of the links between Climate Change and the construction industry, the benefits of sustainable construction and how buildings are retrofitted to become energy efficient.

Contents:

- Introduction to the Equans Business
- The Climate emergency
- The link between Climate Change and Construction
- Sustainable Materials
- The benefits of sustainable construction
- Retrofit measures
- Retrofit Case Studies
- Sustainable Construction Quiz
- Questions and Answers

Skills Developed:



Confidence



Communication



Industry Awareness

BUILD A HOUSE STEM CHALLENGE

The Build a House STEM challenge is delivered during a 40-50 minute lesson and aims to demonstrate how mathematics is used within the workplace whilst supporting students to improve their Team working, Communication and mathematical skills. Suitable for Key Stage 3 and above.

Session Overview:

Outcomes of Session:

Students will gain a firm understanding of how maths is used on construction projects to calculate quantities of materials required to complete a build project.

Contents:

- Introduction to Equans Business
- Construction jobs
- Routes into the industry
- Construction Salaries
- Construction Myths
- Calculating the area of triangle
- Calculating the area of a square or rectangle
- Building a House
- Addition
- Subtraction
- Multiplication

Skills Developed:



Communication



Confidence



Teamwork



Maths

CONSTRUCTION MANAGEMENT STEM CHALLENGE

The Construction Management STEM Challenge is delivered during a 40-50 minute lesson and will provide students with an insight into Engineering within construction. Suitable for Key Stage 2 and above.

Session Overview:

Outcomes of Session:

Students will gain an understanding of the role of a Construction Manager and how they manage a team to deliver a project on time, to budget and most importantly of all, safely.

Contents:

- Introduction to Equans Business
- Construction jobs
- Routes into the industry
- Construction Salaries
- Construction Myths
- What is a Construction Manager
- Responsibilities of a Construction Manager
- Skills a Construction Manager needs
- Construction Manager Salaries
- The Construction Management Challenge

Skills Developed:

Teamwork

Communication

Engineering

Design

FUTURE FOUNDATIONS

Future Foundations is an interactive construction themed STEM workshop which is delivered over a 40–50-minute lesson. The workshop aligns with the National Curriculum and supports the achievement of key learning goals. Suitable for Early Years Foundation Stage (EYFS) and Key Stage 1.

Session Overview:

Outcomes of Session:

Students will gain an understanding of Science, Technology, Engineering and Maths (STEM) subjects in a fun, interactive and meaningful way.

Contents:

- Introduction to Equans Business
- Student Aspirations
- Understanding of Construction Jobs
- Materials and their Properties
- Shapes
- Design
- Estimation
- Measurement
- Patterns
- Engineering
- Famous Structures from around the world

Skills Developed:



Confidence



Communication



Maths



Engineering



Technology

NEW BUILD vs RETROFIT

The New Build vs Retrofit session is a presentation which gives an insight into climate change and retrofit measures for refurbishment works versus New Build measure. The presentation is delivered over a one-hour session. Suitable for ages 16+.

Session Overview:

Outcomes of Session:

Applicants will gain an indepth understanding of climate change, what measures can be put in place on different buildings and the challenges between New Build properties and Retrofit measures in refurbishment properties.

Contents:

- Introduction to Equans Business
- The variety of different house types
- The Climate Emergency
- What is Net Zero Carbon
- Why Retrofit - upgrading existing buildings
- Retrofit Measures
- Equans Case Studies
- The challenges associated with retrofitting
- Q&A

Skills Developed:



Confidence



Communication



Team Working



Sustainability

ROOTS TO ROOFS

Roots to Roofs is a cross curricular STEM and Enterprise Challenge which aims to provide insight into Careers within the construction industry and support the development of key employability skills. Suitable for Key Stage 2 (Years 5/6). Root to Roofs is a blended learning programme delivered across a four week period, with four interactions with Equans staff which includes a Site Visit.

Session Overview:

Outcomes of Session:

Participants will develop a firm understanding of career pathways within the construction industry and a range of employability skills that future employers are looking for via completion of the Roots to Roofs Challenge.

Contents:

- Identify Construction Jobs
- Plan a new build
- Build a new build (from re-cycled materials)
- Explore what other job roles are needed to construct a new build
- Design Marketing Materials and record finances (budgeting)

Please note: A programme overview will be shared and delivery time scales will be discussed prior to programme commencement

Skills Developed:

- | | | |
|--|---|---|
| <input checked="" type="checkbox"/> Teamwork | <input checked="" type="checkbox"/> Problem Solving | <input checked="" type="checkbox"/> Decision Making |
| <input checked="" type="checkbox"/> Organisation | <input checked="" type="checkbox"/> Presentation Skills | <input checked="" type="checkbox"/> |

SNAP CIRCUITS

The electrical snap circuit workshop is delivered over a one-hour session and aims to give applicants an understanding of electricity, where it was sourced and the various uses of electricity. Suitable for ages 7+.

Session Overview:

Outcomes of Session:

Applicants will gain an understanding of electricity, how electricity is sourced and the many uses of electricity. Applicants will take part in a practical activity to understand how to create a circuit to generate electricity.

Contents:

- Introduction to the Equans Business
- How electricity is created
- Ways in which we use electricity
- How electricity can make tasks easier
- How electricity travels and is measured
- Elements required to use electricity and how they are represented in the snap circuit box
- Snap Circuit Activity
- Electricity Quiz
- Team activity snap circuit programs

Please Note: This session is only available within the Greater Manchester

Skills Developed:

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Energy Awareness | <input checked="" type="checkbox"/> Team Working | <input checked="" type="checkbox"/> Confidence |
| <input checked="" type="checkbox"/> Organisation | <input checked="" type="checkbox"/> Communication | |

STRUCTURAL ENGINEERING STEM CHALLENGE

The Structural Engineering STEM Challenge is delivered during a 40-50 minute lesson and will provide students with an insight into engineering within construction. Suitable for Key Stage 2 and above.

Session Overview:

Outcomes of Session:

Students will gain an understanding of the role of a Structural Engineer and how structural Engineers support construction projects to ensure that structures are fit for purpose.

Contents:

- Introduction to Equans Business
- Construction jobs
- Routes into the industry
- Construction Salaries
- Construction Myths
- What is a Structural Engineer
- Responsibilities of a Structural Engineer
- Skills a Structural Engineer Needs
- Structural Engineer Salaries
- The Structural Engineering Challenge

Skills Developed:



Teamwork



Communication



Engineering



Design

TETRAHEDRON

The Tetrahedron activity is a practical STEM activity which is delivered across a one-hour session. The activity requires around thirty students, who will gain an understanding of the process required to build a structure within the Construction Industry. Suitable for ages 7-16.

Session Overview:

Outcomes of Session:

Applicants will gain an in-depth understanding of the roles within construction, the processes and skills required to build a structure and how costs and time scales can affect a construction project.

Contents:

- Introduction to the Equans Business
- Roles within Equans
- Tetrahedron STEM Activity
- Construction budgets and time scales

Skills Developed:



Teamwork



Communication



Confidence



Problem Solving



Budgeting



WORK BASED PROJECTS

Equans Work Based Projects are delivered over an agreed period and provide insight into the world of work by allowing students an opportunity to work on real-life scenarios. Projects are set by Equans staff, who will share their skills and expertise to support students in delivering desired outcomes, before reviewing completed projects and providing comprehensive feedback. Suitable for ages 14+.

Session Overview:

Outcomes of Session:

Students will gain an understanding of various roles and responsibilities whilst increasing their skills and knowledge in a range of different areas, including numeracy and literacy.

Projects:

Bid Writing

Take on the role of a bid writer, supporting your business to secure future work.

Marketing

Take on the role of a Marketing Manager to create and build a stand out brand.

Social Value

Take on the role of a Social Value Officer to address societal challenges and leave a lasting legacy in your local community.

Sustainability

Take on the role of Architect or Retrofit Designer to deliver sustainable property solutions fit for future use.

Skills Developed:



Numeracy



Literacy



Teamwork



Problem Solving



Innovative Thinking



Communication