



Funded by
UK Government

CONSTRUCTION YORK

DELIVERED BY CHY CONSULTANCY
IN PARTNERSHIP WITH CITY OF YORK COUNCIL



WHAT IS CONSTRUCTION YORK?

Construction York is an initiative funded by the **UK Shared Prosperity Fund**, and delivered by **CHY Consultancy** in partnership with **City of York Council**. It ran from **October 2024 until March 2025**.

Its aim was to address the skills gap in York's construction sector, building on existing frameworks to connect the industry and encourage more local people into the sector – particularly those facing barriers to entry.

WHY WAS IT NEEDED?

Construction York was established in anticipation of a surge of construction projects in York in coming years.

York has a wealth of opportunity for the construction sector – training providers, businesses, community groups, schools and colleges – but these can be fragmented. Construction York aimed to join the dots, fostering the beginnings of a more collaborative ecosystem.

HOW WE APPROACHED IT

Construction York brought stakeholders together, providing a connection point and a central hub for developers, suppliers, training providers, and those looking for work or to upskill.

The Construction York team also explored new channels to find talent, targeting underserved communities.

WHO DID WE HELP?

- York residents – connecting them to construction employment
- York construction workers – helping them upskill
- York construction businesses – connecting them with talent, upskilling their workforce and connecting them with potential partners and suppliers

WE WORKED WITH...

- City of York Council
- Construction Skills Partnership (CSP)
- York College
- Simpson
- Caddick
- Hatch Digital
- NYBEP
- McLaren
- GMI
- Robertson
- T W Hall Builders
- Lindum
- EmpowerAbility
- NIYA

WHAT DID WE ACHIEVE?

- Maximised benefit of existing infrastructure to the community and local construction industry
- Aligned existing resources and services
- Developed relationships and partnerships
- Improved the integration of social value within the local construction industry
- Established a foundation of collaboration for York's upcoming development activity

HIGHLIGHT:

HATCH DIGITAL #5IN5

Pilot of initiative supporting the reintegration of skilled prison leavers into work.

Delivered by Hatch Digital, enabled by CHY Consultancy and Construction York.

Over 5 days, the team visited 4 Yorkshire prisons, profiling individuals' existing skills, experience, aptitudes, and passions, producing in-depth, personalised reports that are supplementary to a conventional CV.

The team also conducted 1-2-1 coaching sessions - supporting inmates, the Prison Employment Leads (PEL) and education teams on how to use these reports effectively.

Each report provided a more personal, in-depth way for potential employers to see the person behind the application and evaluate their potential – supporting prison leavers with rehabilitation and future employment.

“I have just read over a few of the reports, they are way more in depth and personalised than I imagined they would be!

“They are also arguably better than any CV we send to an employer.”

**PRISON EMPLOYMENT LEAD,
HMP LINDHOLME**

HIGHLIGHT:

SUPPLY CHAIN FOR GOOD EVENT

Bringing together local authority representatives, developers, contractors, community organisations, training providers and local SMEs/micro businesses to outline our approach to social value.

Connecting all key stakeholders in one room to discuss what can be achieved if we work together.

A sellout event (afternoon session added due to demand).

Speakers from Caddick, McLaren, Simpson, GMI, The Place and CHY Consultancy outlined a collaborative vision and what is possible.

“Such a sense of collaborative spirit in the room, thanks for bringing us all together, Rob Wolfe and the lovely CHY Consultancy team! Was great to chat to people after the panel too - looking forward to seeing what we can achieve together in the coming years.”

LYDIA VAN DEN DRIES,
THE PLACE

HIGHLIGHT:

GETTING YORK RESIDENTS INTO WORK VIA VOCATIONAL LICENSES

Construction York ensured all York College students engaged in a construction related course had access to CSCS/ECS before they left college - meaning they can move directly into work experience on sites.

We also...

- Upskilled x2 staff from York College as invigilators for ECS cards, allowing the college to deliver training without external resource.
- Supported x3 young offenders to gain a CSCS card resulting in one being offered a job in construction.

**We supplied a total of 55 CSCS Cards
and 28 ECS Cards.**

“Construction York is about training people for real jobs... actually finding out what’s needed then providing targeted support and training.

I don't think we've had something with such a strong construction focus and so many different parties involved before.”

AMANDA DAVIDSON
HR MANAGER
SIMPSON

CONSTRUCTION YORK: THE STATS

205 people received support to gain employment

(Target 20 - 1025% of target)

154 people in employment engaged with the skills system

(Target 50 - 308% of target)

85 people received support to gain a vocational licence

(Target 30 - 283% of target)

CONSTRUCTION YORK: THE STATS

65 people supported to gain a qualification

(Target 40 - 162% of target)

60 upcoming prison leavers supported to gain future employment

(Target 20 - 300% of target)

110 people familiarised with employers expectations, including, standards of behaviour in the workplace

(Target 40 - 275% of target)

“Thanks to the valuable opportunity provided by City of York Council, access to Passivhaus training has strengthened JRHT’s development and retrofit teams.

It has enhanced our technical expertise, improved project quality, and supported clearer communication with contractors and residents, helping us to delivery higher quality, healthier, sustainable homes.”

AMY SOMERVILLE
RETROFIT PROGRAMME MANAGER

“It’s making achieving social value easier for companies like us, and it’s making social value easier for subcontractors to achieve as well, because everything is in one place.”

DEBBIE WATSON
SOCIAL VALUE MANAGER
CADDICK

“What you have achieved in such a short space of time is phenomenal – you have broken down barriers that we as a council would never have been able to.”

CITY OF YORK COUNCIL

WHAT NOW?

Many of the ingredients of a healthy, thriving construction ecosystem exist in York. The work of Construction York has begun to allow the left hand to see what the right hand is doing – and how much more can be achieved for the local economy and communities when we work together.

Ultimately, these stakeholders need to develop methods of collaborating long-term. This work has shown what is possible when we engage a 'connector' to start this process. With continual focus and investment, we hope that this work will be the beginning of a broader culture shift in the region.

THANK YOU TO OUR PARTNERS...

- City of York Council
- The Construction Skills Partnership
- York College

And thank you to everyone who collaborated with us or engaged, supported and shared our work!



Funded by
UK Government



CONSTRUCTION
YORK

