



# Delivering Community Benefits

“Beyond Bricks and Mortar”

# There is No Magic Formula



## 4 - Main Areas of Community Benefit: -

- Jobs and Training Opportunities
- Education & Curriculum Involvement
- Community Development & Engagement
- SME Engagement

# Recipe for success

## McTaggart Delivery...

- Targets tailored to each contract
- Early engagement/Existing relationships
- Early Planning
- Buy in from our partners and sub contractors
- Dedicated Community Benefit and Training Team
- Young People are part of the company from day one



# Create Life Changing Opportunities

**McTaggart**  
CONSTRUCTION



# Our Approach



- Working in areas of deprivation
- Sustained engagement
- Additional support to remove barriers
- Embedding ourselves in the local community
- Offering onsite opportunities, allowing young people to prove themselves
- At the forefront of Foundation Apprenticeships
- Upskilling our existing workforce



Small touches can have a huge impact





A young man, Ryan Gillan, is shown in a white hard hat with the 'McTaggart Group' logo and an orange high-visibility safety shirt with reflective white stripes. He is standing at a construction site, leaning on a piece of equipment that appears to be part of a wind turbine's base. The background shows the white lattice structure of the turbine and a fenced-off area with construction materials and buildings under a cloudy sky. A red sign with the text 'FOOTPATH CLOSED' is visible in the background.

Ryan Gillan,  
Apprentice Ground Worker





Jordan Stewart  
Apprentice Ground Worker



James Murray,  
Apprentice Joiner



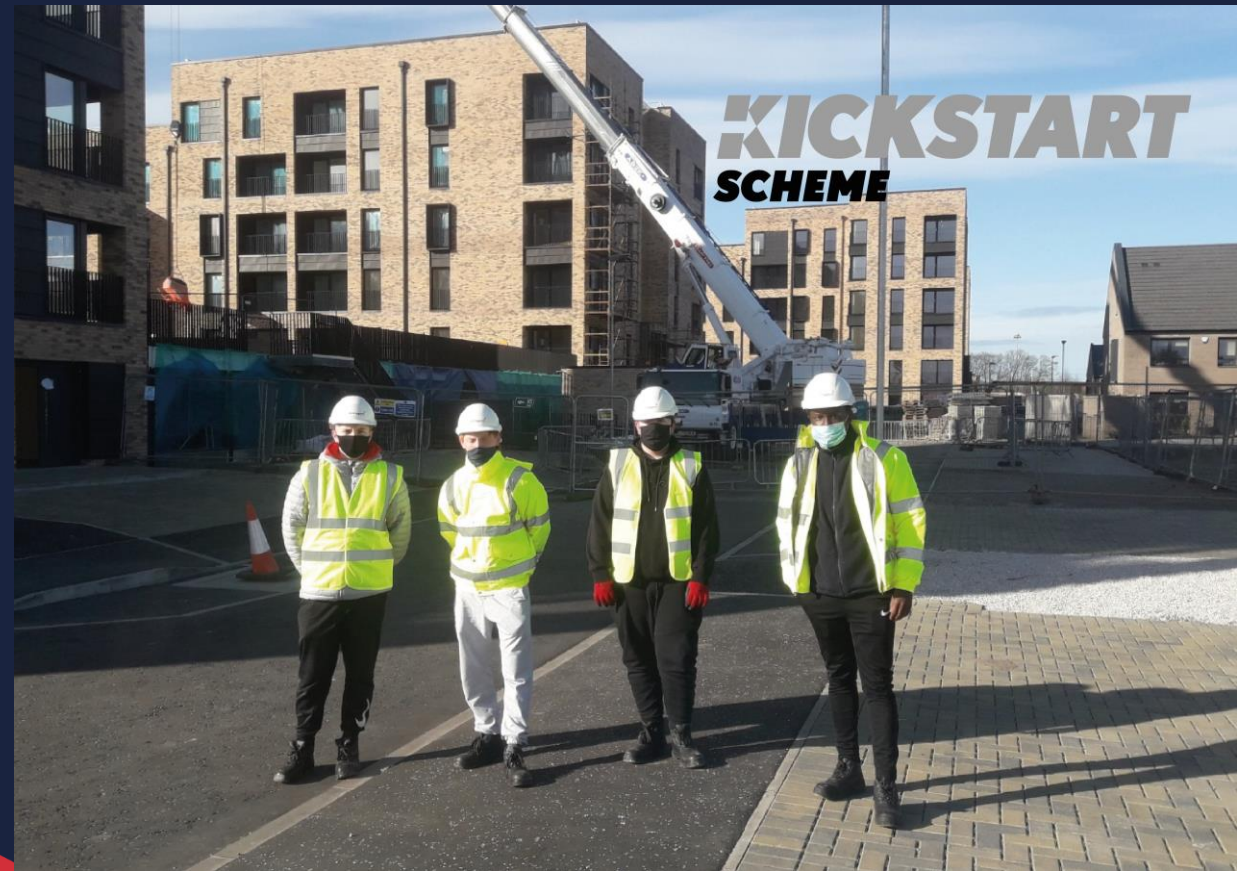
Aiden Hughes,  
Apprentice Joiner



# Kickstart



McTaggart recruited their first cohort of kickstart employees in April 2021.



21 Shiny, new recruits joined McTaggart Group companies to start their six-month journey.



# Kickstart Figures

April 21 – Sept 22



## 95 Kickstarts

47 completed the full 6-months

37 moved to a positive destination

- 36 employment
- 1 college

48 early leavers

20 moved to a positive destination

- 16 employment
- 4 college

8 construction not for them

9 personal

3 sickness

4 health and safety breaches

1 finance

3 unknown

## What worked: -

- **Funded 6-month placement (allowed buy in from subcontractors)**
- **McTaggart increased 25-hours (Kickstart) to 36-hours / Tod increased to 39-hours**
- **Travel expenses**
- **Real experience, treated as an employee, timesheets, contracts, etc.**
- **Additional focussed planned training**
- **Dedicated team to support – Communication – Peer Support**
- **Provided tools and workwear**
- **Partnership working**



## Challenges: -

- **Buy in from Subcontractors**
- **Travel to various sites**
- **Understanding and expectations of working in construction**
- **Financial barriers for the individual**
- **Paperwork / compliance**
- **Up front costs for company**



# Delivering Community Benefits

**Stephen Rodgers**  
**Community Benefit Officer**