Welcome to the Women into Construction Celebration Event 2022

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GALLDRIS GROUP

VGC
WiC Reflection

Jacqui Wordsworth
Business Development Director, WiC
WiC’s mission is to Change the Face of Construction

**Supporting Women**
- Information, Advice & Guidance
- Progression Support
- Employment Support
- Connections & Opportunities

**Supporting Companies**
- Publicity & Communication
- Recruitment Support
- Retention & Progression Support
- Strategic Support

**A better job**
- More diverse workforce

**A fulfilling career**
- Improved reputation

**Improved professional wellbeing**
- Business growth

**Connections & Opportunities**
Our Team

Kath Moore  
Managing Director

Jacqui Wordsworth  
Business Development Director

Louise Hart  
Finance Manager

Shelley Lawrence  
Strategic Partnerships & Communications

Yvonne Howard  
Diversity & Inclusion Specialist

Steph Sheppard  
Project Manager, Central

Kirstie Forrester  
Project Manager, South

Aretha Kelly  
Project Manager, London

Anna Walterskotter,  
Project Manager, London

Shelley Lawrence  
Strategic Partnerships & Communications

Yvonne Howard  
Diversity & Inclusion Specialist

Steph Sheppard  
Project Manager, Central

Kirstie Forrester  
Project Manager, South

Aretha Kelly  
Project Manager, London

Anna Walterskotter,  
Project Manager, London
Supporting Women

- Information, advice and guidance
- Pre-employment training
- Work placements
- Application support
- Into work support
- Progression support

1-2-1 Support from WiC Project Managers
Supporting Companies

- Engagement
  - WiC Membership
    - Use of Logo
    - Links to WiC Jobs page
    - Publicity & Comms

- Attraction
  - Bespoke Employment Programmes
    - Positive action to support more diverse recruitment into your company

- Retention
  - Cultural Change
    - EDI Training
    - Volunteers & Networks

- Progression
  - Moving on Up Programme
    - Progression support for women working in construction & strategic support to tackle Gender Pay Gap

- Strategy
  - Strategic Support
    - Company assessment against best practice & development of Gender Diversity Action Plan
Innovating through Covid

• Online events
  • Facebook lives and industry webinars

• Virtual Work Experience
  • St Modwens, HS2 and Hill

• Hybrid Programmes
  • Guinness/ Henry and WLC

• Remote Mentoring Programme

• Online Delivery
  • Moving on Up and Gender Diversity Matrix
Highlights 2019-2022
Measuring our Impact

Moving on Up I Programme

£480,000 of social value created for society

£2.50 of social value generated for every £1 invested

Women
- Achieved career progression
- Improved networks & contacts
- Better able to challenge and contribute
- Increased professional confidence & wellbeing

Supervisors
- Work better with their teams
- Better understanding of unconscious bias
- Better able to support diversity plans

Senior Managers
- Greater understanding of benefits of diversity
- Better able to identify plans to improve diversity

Impact

£5,850 average salary increase

£17,500 maximum salary increase!

15 women progressed

Better job, better salary, increased responsibilities
Company Impact 2019-2022

**Engagement**
- 150+ companies engaged
- 100 WiC Members

**Attraction**
- 25 short employment Programmes
- 8 major funded projects

**Retention**
- 850+ employees trained in EDI
- 75 remote mentor volunteers

**Progression**
- 53 women on low pay supported to progress
- 70 supervisors and senior managers coached

**Strategic**
- 3 companies with Diversity Action Plans in place
- 2 major Infrastructure programmes – Tideway / HS2
Changing the Face of Construction: 2019 – 2022

976
Women Supported

739
Women Trained

407
Women completing Placements

235
Women into Employment
Changing the Face of Construction: since 2008

- 3500 Women Supported
- 2500 Women Trained
- 850 Women completing Placements
- 1000 Women into Employment

- 16% of 337k individuals
- 84% of 1.8m individuals
WiC: Looking forward
Kath Moore MBE and Jacqui Wordsworth
A vision for the future

By 2018
- 2,000 women supported
- 1,500 women trained
- 40 WiC members
- 750 Women into work

By 2022
- 3,500 women supported
- 2,500 women trained
- 100 WiC Members
- 1,000 Women into work

By 2028
- 6,000 women supported
- 4,000 women trained
- 200 WiC Members
- 2,000 Women into work
Get involved

Women

- Refer a friend
- Become a WiC Ambassador
- Join Moving on Up
- Keep being brilliant Women in Construction!

Partner Organisations

- Refer your clients
- Partner on a programme
- Subcontract to WiC

Construction Companies

- Join as a WiC Member
- Join an Employment programme
- Join Moving on Up
- Talk to us about your Strategy
Let’s Change the Face of Construction, TOGETHER!
Thank you for all your support as we Change the Face of Construction