With only 2% of women working in trades in construction, companies must harness the power and skills of women to help address the skills crisis within the construction industry.

How do we ensure students studying to work in the construction industry go on to work in the sector once qualified?

At Women and Manual Trades we recognise there is a real challenge retaining female students in the construction sector once qualified. The issues can stem from the reality of working in construction being very different to the dream.

3:2 is designed to secure students studying a trade paid work in the construction sector on the 2 days a week they have free from college. The initiative is designed to support more students to progress from full time college courses into work in construction by allowing the students to gain real ‘on site’ experience, building their confidence as they work towards final qualification.
How it works

We work with the contractor to understand their requirements, we then arrange for students and employers to meet and we facilitate interviews which can lead to students working with contractors on their non-college days.

Benefits for the student
- During the time spent with the contractors students will form a relationship with the contractor giving them an advantage when apprenticeships become available.
- The candidate gains real experience which allows them to make informed decisions about progressing in the sector.
- The candidate gains a wider set of skills by simply being on site.

Benefits for the employers/colleges
- The employer achieves diversity in the workforce as the pilot is initially focussed on getting more women into construction, however, if successful it will be available to all.
- The recruitment process becomes more efficient leading to cost reductions for the employer.
- Apprentices contribute to site outputs immediately once full time.
- And the college retains apprentices in roles at a higher rate as they are making a more informed decision about their future in construction.
Women and Manual Trades - WaMT

Women and Manual Trades works with Registered Housing Providers (RPs), training organisations and construction industry employers, to help recruit and retain tradeswomen in response to the current serious construction skills shortage, in order to achieve a better gender balance between tradespeople working in construction.

WaMT provides practical support to all concerned with addressing the current imbalance by securing employment opportunities for female tradeswomen. Through a collaborative approach WaMT provides advice, support and guidance to the RPs, training organisations and employers as well as policy makers, to facilitate the growth in women’s with career opportunities within the construction sector.

WaMT is a subsidiary of Procure Plus Holdings.

So who’s on board?

We are delighted to announce the following contractors have agreed to support candidates on the 3:2 initiative.

Fiona Sharp Director of Re:vision commented “Whilst the focus of this initial trial is on women apprentices, should it prove successful it will be available to all, we are eager to see the results to allow us to roll out this initiative”.

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