



An introduction to the Crossrail Skills and Employment Strategy

What is the Skills and Employment Strategy?

Crossrail launched its Skills and Employment Strategy in July 2010. The document outlines how Crossrail will fulfil its vision of 'Delivering a world-class affordable railway safely through effective partnerships' by developing and retaining a highly skilled workforce, and establishing initiatives that support the UK construction and engineering industries.

Why do we need a skills and employment strategy?

Crossrail's Skills and Employment Strategy is vital in supporting the programme to be delivered safely, on time and within budget. Crossrail is a large programme of enormous public interest so it is important that public investment in the programme leaves a lasting skills and employment legacy.

What are the key objectives of the strategy?

The strategy focuses on four strategic skills objectives:

Maintaining safety – mainstreaming safety and ensuring it is at the heart of all aspects of work and that our 'Target Zero – a state of mind' message is embedded across the programme.

Inspiring future talent – motivating young people, students and local people to pursue careers in construction and engineering.

Supporting local labour – equipping local people with the skills they need to gain employment within the Crossrail programme.

Revitalising our skills base – promoting the benefits of developing a Tunnelling and Underground Construction Academy (TUCA) to build skills capability for organisations and individuals.

The 'Crossrail Skills and Employment Committee' was established in October 2009. Chaired by Terry Morgan, the responsibility of the Committee is to advise on and ensure the delivery of the Skills and Employment Strategy. It will work to achieve the four key objectives of the Crossrail Skills & Employment Strategy and their associated milestones.

A digital copy of the Crossrail Skills and Employment Strategy can be downloaded from the Crossrail website <http://www.crossrail.co.uk/skills> or contact the Crossrail Helpdesk on 0345 602 3813 to request a printed copy.



Key achievements to date

Maintaining safety

- Over 200 site-based staff have received training from the Crossrail Health and Safety Team in Crossrail safety behaviours and 'Golden Rules' which assist in the clear understanding of expected standards associated with critical work and work practices.
- Weekly 15 minute toolbox talks to an average of 140 people are held at our offices in Canary Wharf.
- Tailored 'Leadership in Action' training is being delivered to help supervisors better adapt interventions to improve safety.

Inspiring future talent

- Crossrail's dedicated website for young people www.youngcrossrail.co.uk and CLASS - the Crossrail Lorry And Site Safety programme - are scheduled for launch in September 2010.
- A Young Crossrail STEM Ambassadors programme has been developed in conjunction with STEMNET (the Science, Technology, Engineering and Mathematics Network).
- A partnership with the National Apprenticeship Service (NAS) has been established to support a Crossrail-led apprenticeship programme delivered through our supply chain. Apprenticeships range from construction operatives to civil engineering technicians.
- New Apprenticeship frameworks, such as Tunnelling Operations Level 2, have been developed with the Sector Skills Councils which respond to wider industry needs.

Supporting local labour

- A Memorandum of Understanding (MoU) between Crossrail and Jobcentre Plus has been signed. The document outlines how the two will work together to source job-ready candidates for contractor vacancies.
- Candidates have found employment on the Crossrail programme through Jobcentre Plus. These range from labourers to machine operators.

Revitalising our skills base

- The new Tunnelling and Underground Construction Academy (TUCA) is being built at Aldersbrook Sidings - on the border of Newham and Redbridge.
- The government has committed to provide £5 million funding through the Skills Funding Agency. National Grid has committed £100,000 and Crossrail Ltd is working to identify further sponsorship opportunities.

