



AWARD-WINNING HOMES AND SUSTAINABLE COMMUNITIES



Insight Day at Ham close with Achieving for Children

Overview:

The Insight Day was delivered by Hill in partnership with Hanover at our Ham Close site. We worked with Achieving for Children to engage young people supported by the Youth Justice Service, providing a structured, hands-on experience designed to introduce them to real career pathways in the construction industry. These sessions aim to reach individuals who may not typically have access to such opportunities and help build confidence in exploring employment routes. The day began with a 25-minute introduction to Hill and a Health & Safety quiz. This was followed by a one-hour site walkaround, where participants observed live construction activity and took part in interactive activities such as pipe fitting using offcut materials and wiring a plug socket (non-live), led by Hanover subcontractors.

Six young people, accompanied by Paul from Achieving for Children, took part in the session. The aim was to give them a real-world experience of the construction industry, helping them build connections and gain practical knowledge that complements their classroom learning. The session was engaging and enjoyable, they asked thoughtful questions and showed genuine interest in trades and apprenticeship opportunities.

Why an Insight Day?:

For young people supported by the Youth Justice Service, traditional career talks or classroom-based sessions can often feel disconnected and may not spark interest: especially for those who are less engaged with school or formal education. These individuals can be harder to reach and may not typically have access to opportunities that build confidence and employment skills.

To encourage participation, we provided small incentives such as a **£10 Sainsbury's voucher** and a goodie bag, helping to make the experience positive and rewarding. More importantly, the Insight Day offered a **practical, hands-on approach** rather than just a presentation. By involving participants in real activities like pipe fitting and wiring a plug socket, the session created an environment where they could feel useful, learn new skills, and speak directly to professionals about real career paths.

This approach worked particularly well because it allowed participants to:

- **Engage actively** in tasks that showcase practical skill
- **Build confidence** by realising they can succeed in hands on activities
- **Connect with professionals** in a supportive setting, opening up conversations about apprenticeships and future opportunities
- **Visualise a career path** in construction through real exposure

Outcomes and Feedback:

The response to the session was extremely positive. Many participants expressed interest in taking the next steps toward employment, including obtaining their CSCS card. One participant is joining the site as a carpentry apprentice following this visit, which is fantastic news and shows the real impact of the day.

"Just to say thank you so much for today and furthermore for Thomas to possibly get the carpentry apprenticeship is just so amazing, he was very happy about it and he rang his mum as soon as we got outside."

- Paul Nievens at Achieving for Children

