



# BESAS

Built Environment Shared  
Apprenticeship Service

## Prospectus 2025

*Apprenticeships built for the  
construction sector to add social  
value, address skills gaps and  
drive economic growth*



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*In 2022/23 flexi-job  
apprenticeship starts  
went up by 400 to a total  
of 640 signalling growth  
in the programme*  
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# *Building a better future for construction*

BESAS is a collaboration of six not-for-profit shared apprenticeship services providing flexi-job apprenticeships with full wraparound support for the construction and built environment sector across England.

Together we bring the expertise and commitment of EN:Able Futures, TrAC, CoTrain, Shared Apprenticeships South West, Calico Enterprise and Evolve Apprenticeships. Together we cover the the whole of England.

BESAS is dedicated to showcasing the best in shared apprenticeships in the construction sector. The consortium will provide a national voice for flexi-job apprenticeships, engage in lobbying efforts, share best practices, and encourage collaboration among industry players.


Flexi-job apprenticeships offer an alternative to the traditional apprenticeship model and have been designed by Government to ensure those sectors and occupations where short-term contracts or other non-standard employment models are the norm, can access the benefits of apprenticeships by allowing businesses the flexibilities they need.

## **5,500+**

*Apprenticeships already  
delivered by BESAS  
members*

*This prospectus sets  
out the ways we will  
work together to  
unlock the potential  
of apprenticeships  
in the the built  
environment sector*





*In the 2023/24 academic year there were 736,530 people participating in an apprenticeship in England, but only 132,630 were aged 16 to 24. A drop of 62,460 from 2016/17*



TrAC helped us find an exceptional apprentice who perfectly aligned with our company values. In an industry where recruitment is traditionally challenging, their understanding of our needs led to an ideal match. The apprentice has proven to be a brilliant addition to our team.

# About the consortium

Initially formed as CITB Shared Apprenticeship Services, all six BESAS members have been operating for more than 10 years. During this time, we have worked together, initially informally, and latterly as members of BESAS to ensure the right Apprenticeships are available, in the right location, and at the right time.

## Our achievements:

### Over 5,500

*Apprenticeships delivered*

### Over 700

*Host companies actively engaged in an Apprenticeship*

### Achievement Rates

*Average achievement rates across BESAS members are 10% higher than the national average for 23/24*

### Over 95% Progression

*Over 95% of apprentices who have completed their Apprenticeships have progressed into work or further learning on completion*

### Over 150

*Successful partnerships with Apprenticeship Providers*

To meet the growing demand, the Construction Industry Training Board (CITB) estimates that over 43,000 new workers must be recruited annually until 2028.

The vast majority of these new workers will need to be trained, as experienced staff are already deployed in the industry.

New rules mean that experienced workers may need to complete qualifications to maintain their CSCS accreditation. Qualified apprentices will meet the necessary CSCS requirements.

*Right Apprenticeship,  
Right Place,  
Right Time*



*Priority 1:*

# **More apprenticeship opportunities**

*Our approach allows businesses to benefit from an apprentice for a flexible fixed period, when they might not otherwise be able to.*

In 2022, the time typically spent on site for a new build construction project was 15 months.

Since 2018, when Apprenticeship reforms were implemented, the average length of a construction Apprenticeship is 29 months. Flexible Apprenticeships are a vital part of the skills offer to ensure growth is viable and affordable to the industry.

Contractors cannot always commit to provide work for the duration of an Apprenticeship.

We offer the solution where this situation applies.



All of our apprentices come from EN:Able Futures, starting out as technicians, learning the basics of 2D drawing and how building components fit together. As they grow in confidence they are given opportunities to develop their skills, learning 3D software, engineering principles, and doing site visits with different teams – building surveyor, civil and structural engineers and geotechnical engineers. This ensures they gain an insight into all aspects of the business and are able choose which area they wish to pursue as a career. On completion each apprentice has thus far been offered employment.



## Priority 1:

# More apprenticeship opportunities

## Our offer:

An easy to use service that maximises engagement and value for money across all aspects of the Built Environment.

We employ the apprentices for the duration of the Apprenticeship.

We place them with host companies for an agreed timeframe.

We support the apprentices and host companies, with mentoring, coaching, information and advice throughout.

We deal with any HR or employment matters.

We organise the training.

## How we can do more together:

We work with developers, contractors of all sizes (and their supply chains), local and national Government departments, colleges and training providers to ensure we maximise opportunities for Apprenticeships on every project we are involved with.

From outline planning stage, through to completion, we will work with you to identify opportunities for training and development.

We understand social value requirements and can help you achieve outcomes that meet obligations. We also work with clients and developers to support realistic and achievable social value outcomes and provide real live data for reporting/evidence of social value outcomes.



BESAS member Calico Enterprise Ltd, provides external expertise on behalf of Preston City Council, advising on the content of Employment and Skills Statements, and monitors their delivery. Implementation is required by a planning condition; the monitoring fee is secured via S106 agreement. This specialist support from Calico involves extensive liaison, fostering relations and signposting. The service has been well received by developers and has increased the effectiveness of agents and developers to navigate the employment and skills system to set measurable, action planned targets which are uniquely monitored.

Building Foundations is a collaborative partnership with Calico, the Council's Planning Policy, Planning, Regeneration and Community Engagement teams at Preston City Council.



Priority 2:

## ***Pastoral Care and Support***

*Everyone is unique and support is tailored towards individual needs.*

We provide a complete wraparound support for the apprentice and host company supervisor/mentor.

Our teams of experienced staff work closely with the host company, Apprenticeship training provider and the apprentice to manage any issues that may arise.



**Shared Apprenticeships do a fantastic job! They are always there for me and step up and ensure I'm okay, consistently checking on how I am and my health and safety. I feel comfortable communicating without embarrassment or that they will judge me. They've supported me through tough periods with my mental health caused by challenges at home and high anxiety. Without them I wouldn't have finished my apprenticeship. They truly are a great help.**





Priority 2:

# Pastoral Care and Support

## Our offer:

BESAS members will be on hand throughout the Apprenticeship to provide wraparound care and support for each and every apprentice. We also provide coaching, advice and support to host company supervisors and mentors.

From initial engagement to completion and into employment, you can rely on the BESAS partnership to provide advice and support as and when needed.

Our partnership includes people with expertise in recruitment, Human Resources, Health and Safety, Safeguarding, Equality and Diversity, Employment Law and more. Most importantly, we also have experts with 20+ years' experience in Economic Development, Apprenticeships and Skills, ready and willing to advise and support you.



Dandara Southern has found success through CoTrain's shared apprenticeship scheme. Within 14 months of opening their new regional office in Southampton, Construction Management apprentices now make up 15% of their workforce.

Chris Harrison joined housing developer Dandara as Operations Director in 2018 to work alongside MD Ian Beal in setting up a new regional office in Southampton. In his previous roles as Director for Willmott Dixon and Miller Construction, Chris played an active role in championing entry-level management apprenticeships. Keen to build upon those successes and with the business quickly growing, Chris identified not-for-profit CoTrain as a solution for Dandara. Since then, CoTrain have provided extensive support in recruiting and managing Construction Management trainees in this new office.



### Priority 3:

# Equality, Diversity and Inclusion

With a large proportion of the construction industry made up of white males, there is a significant risk of unconscious bias in decision-making, and a tendency for cultures to be shaped around the majority view. This often results in acceptance of inappropriate behaviour and language as “normal” practice, leaving those on the receiving end of discriminatory or offensive comments or behaviour to decide that a career in construction is not for them. This means that our industry will lack innovation and different viewpoints, which a diverse workforce promotes.

- *Women make up 15 per cent of the UK construction industry, with approximately 2 per cent working onsite.*
- *BAME employees make up 6 per cent of the workforce.*
- *Disabled employees also make up 6 per cent of the workforce.*
- *60 per cent of LGBTQ+ employees have experienced homophobic and derogatory terms at work.*

\* Source : CIOB 2024



Shared Apprenticeships have helped me through mental and physical health issues during my time with them; including issues from having a car accident, having children, and being a university student - proving not only do they help with employment-based items, but personal issues too. They call every 2 weeks to check everything is going okay and ask if there is anything we need from them and visit the site regularly.



Priority 3:

# Equality, Diversity and Inclusion

*Our offer:*

We will work with you to break down traditional barriers and stereotypes enabling you to increase diversity in your workplace.

*How we can do more together:*

BESAS members work hard to champion diversity and inclusion in everything that we do. Our specialist teams link in with a wide range of community groups and organisations, enabling you to choose from a broad scope of applicants.

Across the partnership, we have experts who can support those from diverse backgrounds, and we share best practice to ensure support is available where required.

The recruitment challenge faced by the industry is such that talent must not go to waste, and we can help the industry reach out and recruit broadly, from a wider range of demographics.

## Case Study

Jeffrey, a young Ghanaian immigrant in the UK, found a life-changing opportunity through the FutureIN programme delivered by TrAC. Jeffrey arrived in the UK in 2020 with the dream of pursuing a computer science degree. However, financial constraints forced him to give up his studies and take up labouring work. FutureIN made the application process simple and stress-free for him. Within a week he received a call from TrAC, underwent screening and was subsequently invited for an interview. Before the interview, TrAC provided comprehensive support, including interview preparation, guidance on appropriate attire and travel assistance. Having Jeffrey's TrAC manager present during the interview helped alleviate his nerves and provided additional support. In January 2025, Jeffrey is living independently, and about to finish his Level 4 Site Supervisor Apprenticeship, having worked with 3 different host companies.



# *How BESAS Supports You*

*Navigate Apprenticeships with ease and at low risk to your business.*

At BESAS, we are committed to providing the support and services you need to host successful apprenticeships. From expert guidance to in-depth support, our comprehensive benefits are designed to help you make the most of every apprenticeship opportunity.

## *We help you to understand:*

- What a flexi-job apprenticeship is, and how it will work for you and your business.
- The benefits of a flexi-job apprenticeship over more traditional models.
- What you will need to do to host the apprentice and what you can expect from us.
- What would be the most appropriate apprenticeship standard for your business.
- The different methods of learning available, such as day release or block release.
- When the apprentice would be expected to attend college.
- How much and when you will be charged for the apprentice.

Asa Wood & Partners

# How BESAS Supports You

## Understanding the Flexi-Job Apprenticeship Service

- We handle the entire recruitment process for you – from advertising the apprenticeship opportunity to shortlisting candidates and conducting initial interviews. We then present you with the best-fit candidates, making it easy for you to choose the right applicant.
- We employ all apprentices for the full duration of their apprenticeship, you choose the period of time that you want to host them within your organisation.
- All initial placements must be for a minimum period of 6 months, this period would be agreed up front.
- You can extend the initial placement period if required.
- We also offer the ability to have an apprentice for the full duration, with the option of employing them permanently upon completion.
- All apprentices are supported to find alternative employment opportunities at the end of their apprenticeship should they not be employed directly by their host company.
- Most of our apprentices study at level 2, 3 or 4, but some go onto level 5 or 6 degree level apprenticeships as a progression
- We can employ apprentices on any apprenticeship standard if they are working in the construction and built environment sector, including trades, technical, office based and management Apprenticeships
- Throughout the apprenticeship our teams provide ongoing support to the host and the apprentice, offering advice and guidance in the work place, at college and pastorally.

## Seamless Onboarding for Your Apprentices

- We consult with you on exactly what is required of the apprentice, then create a job description for your approval.
- We make sure the apprentice can achieve all the elements of the apprenticeship successfully to avoid complications
- We discuss all the costs, timescales and plan the training with you so there are no surprises.
- We will explain our terms of service with you up front, and won't progress with recruitment until you are comfortable and ready to proceed.



***BESAS members  
are experts  
in delivering  
successful  
apprenticeships  
through  
partnership  
working***

## ACORN HOMES

Shared Apprenticeships have provided us with 2 quality apprentice candidates to date, who we are happy to host and coach through their apprenticeships and hopefully beyond.

Shared Apprenticeships made the process very easy and have provided support to their candidates to ensure the smooth transition for a win-win-win scenario for Shared Apprenticeships, Acorn and most importantly the apprentices, who get a great introduction to the construction industry which benefits all parties and the future of the industry.



Flexi-Job Apprenticeship Agency, EN:Able Futures, was triumphant at the 2024 DfE National Apprenticeship and Skills Awards, where it won SME Apprenticeship Employer of the Year.

This win is one of many accolades EN:Able Futures has earned in 2024, including awards for Construction Apprenticeship Employer of the Year and SME Employer of the Year at the East Yorkshire Apprenticeship Awards.

And it is not only the organisation winning awards. EN:Able Futures apprentices have won 4 awards in the same year.



**Henry Boot**



Calico Enterprise supported Henry Boot PLC and Barnfield Construction through their Building Foundations programme by developing an Employment and Skills Statement for their joint venture. During the development timeline the project team met with Building Foundations every 3-4 weeks to discuss site progress. Ongoing communication has been key to the success of this first site with results over exceeding in some areas.

Whilst HBB Ltd did have the support of their sub-contractors some of the challenges faced in delivering the ESS outcomes revolved around timing and timescales. All challenges were addressed promptly and this highlights the importance of pre-planning the ESS delivery prior to site commencement or ideally at the sub-contractor's tender stage.

**MORGAN  
SINDALL**  
CONSTRUCTION

Hosted by Morgan Sindall Construction, the annual Supply Chain Awards shine a spotlight on the exceptional contributions of their partners. Winning this award is more than just a proud moment for CoTrain - it's a testament to the lasting impact we've made in supporting apprentices and creating meaningful opportunities across the construction industry.

The Social Enterprise Award was presented to CoTrain "For their tremendous efforts to successfully source top-quality apprentices across multiple projects and for managing their training throughout the placement period." This recognition highlights the core of our mission: to connect talented individuals with life-changing opportunities and provide the support they need to thrive in their careers.

## *How we can do more together*

Whether you are a developer, contractor, sub-contractor, training provider, school, college or local authority, we want to work in partnership with you to grow apprenticeships available in the built environment sector.

Visit our website:  
**[www.besas.co.uk](http://www.besas.co.uk)**

Email us at:  
**[info@besas.co.uk](mailto:info@besas.co.uk)**

Telephone us on:  
**0330 6061441**



*BESAS brings together the expertise of:*



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All BESAS members are registered as Flexi-Job Apprenticeship Agencies with



Department  
for Education