



LONDON  
CONSTRUCTION  
ACADEMY





# The Worshipful Company of Paviers

**T**he Worshipful Company of Paviers is one of the Livery Companies of the City of London. The Paviers were formed at some point prior to 1276; they were responsible for the paving and maintenance of London's streets. It received a Royal Charter from Queen Elizabeth II in 2004. The principal objective of the Paviers Company is 'to further the craft of paving; that is the planning, design, construction, maintenance and management of all paved surfaces'. The Company also aims to foster and strengthen its reputation and links with the City of London, with all professions and trades associated with the craft of paving and relevant educational and charitable organizations, and to promote the well-being of its members and their families. The Company seeks to fulfil these aims by charitable gifts, personal service and the promotion of excellence.

The Paviers Company Livery Trust for Charities relies upon donations, legacies and bequests. The Charity (Registered

Charity No. 1102885) fully funds the London Construction Academy (LCA) and in doing so meets many of the objectives of the Paviers, providing educational support and promoting excellence and opportunity in the industry.

We are always very grateful for bequests and donations to the Charity that we can use to expand the work of the London Construction Academy to more of the capital's disadvantaged younger people.

## What we achieve

In the following pages you will read how the courses, fully funded by The Paviers Company Livery Trust for Charities, and run by the London Construction Academy, can have a real transformational impact on the lives of some of London's disadvantaged people. By donating or offering employment you can help to extend our reach to more people from a diverse range of backgrounds not in education, employment or training.

*"If ever anyone would like to see what good the Paviers' Charity can do for a very diverse and grateful group of young individuals, they should join me at a future graduation ceremony."*

**Hugh MacDougald  
Master 2021**



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# About the London Construction Academy

The London Construction Academy, formally known as the London Highway Academy of Excellence, is now in its eighth year. The academy offers a tremendous opportunity to local people, many from disadvantaged backgrounds, via a two-week construction related course with significant links into the construction industry. The course aims to give candidates knowledge, information and certification to enable them to select a career pathway in the construction industry and it has built a track record of achievement.

In addition to the excellent employment opportunities provided by the course, the academy promotes fairness, inclusion and respect.

The candidates are encouraged to enrol through the academy's numerous referral partners, as well as social media and recommendations from former students.

The training facility at the Southwark Construction Skills Centre, based on a construction development at Elephant and Castle is equipped with IT facilities and external construction areas for delivery of practical training. The experience is

enhanced for candidates by proximity to a large construction project.

## About the course

On the ten day course, candidates benefit from training in Health and Safety, First Aid, Customer Service, Construction Sustainability, Fire Marshal Training, Site Access Traffic Marshal Training and Employability. In addition, candidates are funded to obtain their CSCS card. After successful completion of the course, candidates are awarded the Academy's own certificate called the London Bronze Pass. Participating employers involved with the Academy encourage candidates to apply to them directly.

***"The course taught me so much more than I thought it would. Dean the tutor was excellent and made you enjoy the process of learning."***

Jack, course graduate

***"My confidence has grown so much because of the course, it's been amazing."***

Ahmed, course graduate

***"I feel equipped and confident now to go out and get work."***

Kamal, course graduate

Over 7 years  
almost 60% of  
course completers  
have gained  
employment



Class Graduation June 2018. Front row (L-R) Rob Kremis (Pavior), Dyfrig James (Master of 2018)

# Our Impact

## Statistics since 2017 – 2021 (11 Courses)

Number of students registered



Number of students commencing the course



Ex-Offenders registered



Male students:  
Female students:



Students by age (Total: 185)



Ethnicity (Total: 185)



Religious Diversity (Total: 185)



Number of students achieving the CSCS card



Number of students achieving the London Bronze Pass



Number of students completing the course



Number of students gaining employment



Invested since 2017 = £151,917

Estimated Social Value = £1,416,030

The social value figures have been estimated using the open source National Themes, Outcomes and Measures (TOMs) framework developed by the Social Value Portal and used widely in the construction industry as a consistent method for measuring social impact.

Social Return on Investment =



# Meet Some of our Students from the Past

## Shae Henriques

Shae attended the London Construction Academy in the early days of the course and has seen his career take off, culminating in working at Heathrow Airport.

*"The course I did at the London Construction Academy was great in getting me my first opportunity in the industry and I spent 4 years in the asphalt and paving sector putting into practice much of what I had learnt. Many of the skills were transferable as well, especially health and safety and time management."*

Shae has continued to build on his skills since leaving the Academy and is passionate about the work he does, from making deadlines to problem solving and customer service. Shae has been a great advertisement for the course.



## Maggie Taylor

Maggie attended the FM Conway Girls Work Experience Week, after which she was convinced this was the industry for her. Maggie attended the Academy course and subsequently became a Chartered Management Apprentice with FM Conway in their Asphalt and Aggregated division. She is currently studying for a BA Business Management with Business Practice at London South Bank University. Maggie is a great ambassador for encouraging more women to join the industry, regularly supporting outreach initiatives, whilst she has prepared and delivered a road building workshop for primary school children in Southwark. Maggie has completed one year and is looking forward to many more to come.



**Maggie receiving her Master Pavior Certificate Award in 2020 from the Master Sue Illman.** One of three such awards made to past academy students.

## Millie Field

Just to show the wide range of opportunities the course can open doors into, successful Academy graduate Millie Field is now working as a shipper with Tarmac and believes that without the skills and confidence gained during the course, she would have been unlikely to get the job.

*"The academy taught me about site safety, a key part of how we operate on site. With the knowledge I gained from the academy and the helpful Tarmac shipping team. I am now a senior shipper working on the HS2 project."* Millie Field.



*"To hear how, in two short weeks, a group of people can change from individuals with little direction in life, to a group who individually and collectively just want the opportunity to start work on Monday (and even start their own businesses in due course), is a magically rewarding and heart-warming experience. When asked 'how have these two weeks changed you?', one replied 'I now understand what I need to do in life, and how to go about it' and 'learning here has been so easy compared to school'. Another responded 'I've made friends here that I want to know for the rest of my life'. Their pride in their success was obvious, even if masked initially by typically youthful shrugs and grunts! We just need to help them find the jobs they need to keep that enthusiasm going - whether scaffolders, pipe-welders or electricians; careers that a few told me that they now wished to follow. The LCA really does an amazing job."*

Sue Illman

# You too could be a Referral Partner or Supporting Employer!

The course receives referrals from agencies dealing with the unemployed, the homeless and those going through various forms of rehabilitation and offers a tangible route

into work for people with very diverse backgrounds and experience.

The work of the referral agencies is central to the courses success

## Referral Partners



## Employers Supporting the Academy



## A Passport to Employment

*"The course provides a level 1 certificate covering health and safety, risk assessment, and a range of skills such as manual handling and working with plant and equipment as well as providing the CSCS card, which is effectively a passport into working on site"*

**John White MBE**  
CEO Southwark Construction Skills



**For employers looking to take students from the Academy, please contact us:**

**London Construction Academy**

Conway House, Vestry Road,  
Sevenoaks, Kent TN14 5EL

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Mob: 07917 516746

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**For further information about the Paviers Company or to make a donation or a bequest in your will to the Paviers Company Livery Trust for Charities, please contact:**

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