

**Collaborative
Learning
Circle**



The Collaborative Learning Circle (CLC)

The Collaborative Learning Circle (CLC) concept was formed in 2017 after Dave Wright was honoured with the Collaborative Leader Award by the Institution for Collaborative Working.



“It’s no use being recognized in this way for what we have done in the past, if we don’t push it forward and use it as a springboard to do more in the future”.

Dave Wright, Group MD, Kier Highways

And this is where the CLC started.



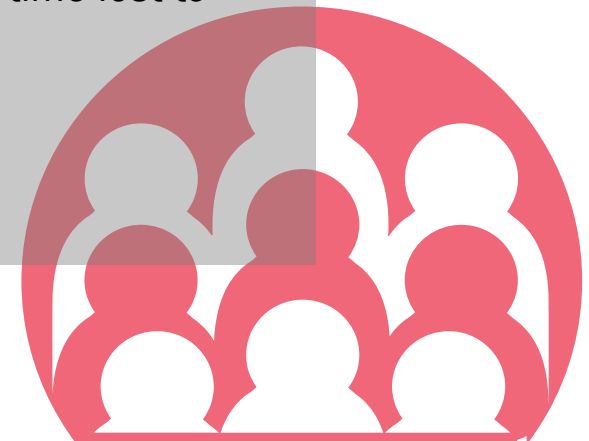
The Collaborative Learning Circle (CLC)

Collaboration is one of the core values within Kier Highways and along with our supply chain, we have led the way, firstly through BS 11000 accreditation and then being one of the first six organizations worldwide, to be awarded ISO 44001 on launch day in March 2017.

Each day we see the benefits of our collaborative relationships with suppliers and clients:

- Fewer accidents occur, because we work better as a team;
- Issues are raised sooner, so we prevent them becoming problems;
- A supply chain that wants to work with us;
- Working “as one” with our clients providing a better experience for the general public;

- Cost savings;
- Reduced waste;
- A better working environment for all, which results in more innovation, less time lost to sickness etc.



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Immediately after the 2017 ICW Awards, the outline plan was set for the CLC.

The key issues were identified along with the general outcomes and the groups that would be involved. There was however one thing that stood out above all others for this to be a success and that was for Kier to do this **alongside their partners**.

“If we try to do this on our own, we will fail to meet our objectives no matter how hard we try - you don’t produce a collaborative tool and a collaborative environment without collaborating in how you do this.”

Dave Wright, Group MD, Kier Highways



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Launch with our partners

The Collaborative Learning Circle was launched at the House of Lords on 31st October 2018.



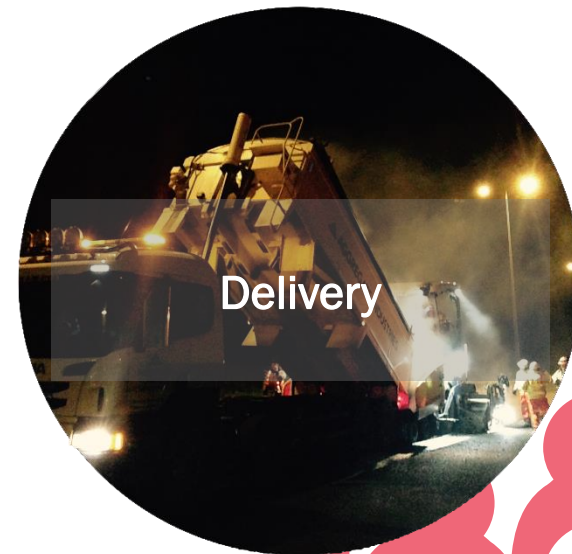
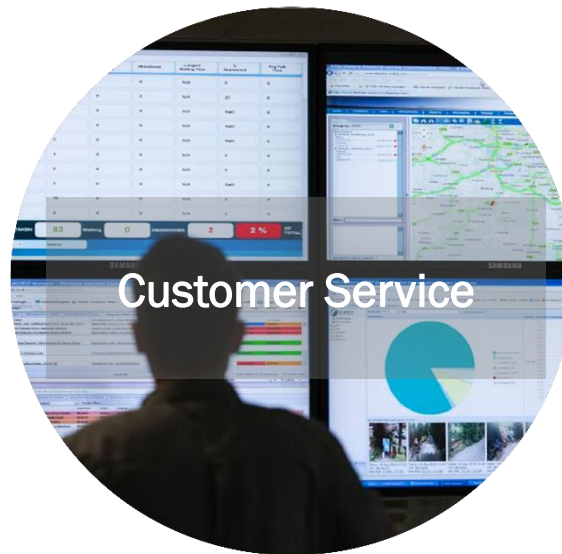
The Collaborative Learning Circle (CLC)



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The CLC is a collaboration of equals all sitting around the same table and working together to improve and standardize industry best practice.

Through collaboration we can pull together the collective understanding, views and opinions of all partners and seek to shape the future way our industry addresses the key issues of safety, customer service and delivery.



The Collaborative Learning Circle (CLC)

The CLC Board decided the core objectives should be:

- **Improvements & Standardisation**

Raising the bar to improve and standardise the ways we focus and deliver the key industry imperatives of safety, customer service and delivery.

- **Learning and Development**

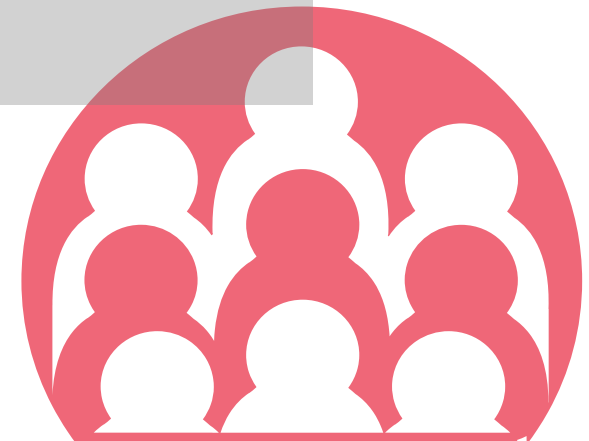
A range of collaborative based e-learning modules will be delivered across the CLC network to staff at all levels.

- **Social Value**

Working with OnSide Youth Zones to provide fundraising, employability, mentoring and Apprenticeship opportunities.

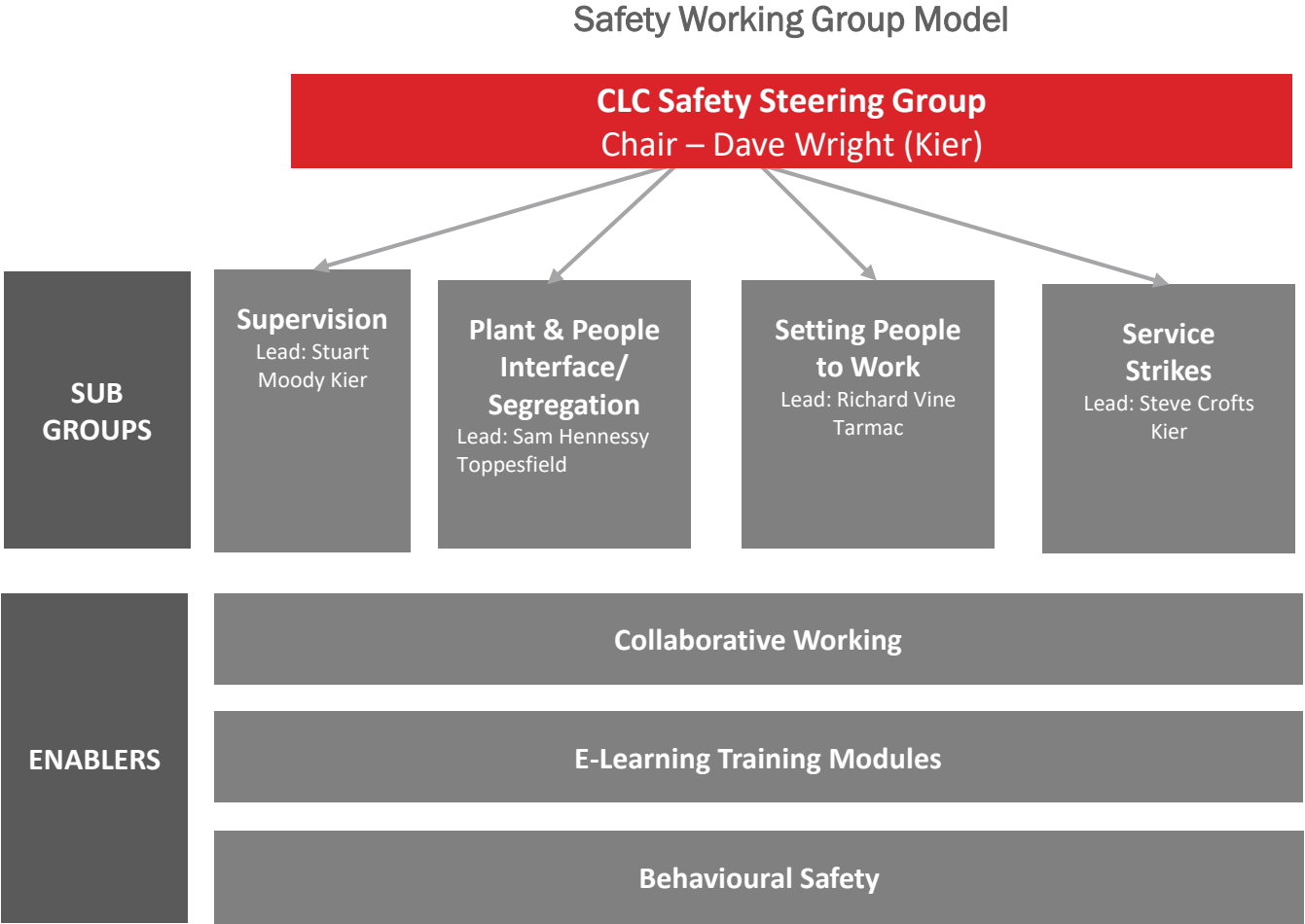
- **Skills Gap**

Sourcing a new pool of talent from the forgotten 25% of Generation Z, providing meaningful career opportunities / new talent streams.



The Collaborative Learning Circle (CLC)

Improvements & Standardisation



Collaborative Learning Circle / OnSide Youth Zones and Social Value

Learning & Development

e-learning training modules to help our staff become better collaborators for use throughout our industry and wider.

9 separate topics all based around collaboration.

Include tests of understanding to demonstrate competence.

Endorsed by CIHT and ICW and qualify for CPD.

The modules are designed to ensure that all our teams:

- understand the value collaboration brings;
- understand and recognise values and behaviours of collaboration;
- see how working with partner organisations can improve all aspects of what we do, making a better experience for all.,

“The modules are fun, interactive and actually very informative, even for someone with a reasonable spread of knowledge and experience.”

Senior Kier Highways Director



The Collaborative Learning Circle (CLC)

Skills Gap

UK construction industry - aging workforce and huge skills gap.

Farmer Review 2017, described the industry as a “Ticking Time Bomb” and concluded that the industry needed to “Modernise or Die”.

Huge list of symptoms of failure and poor performance were identified.

Significant challenge for the industry.

Kier estimate over 400,000 new recruits are required each year. We need to attract people from new and wider pools to meet these targets.



Collaborative Learning Circle / OnSide Youth Zones and Social Value

Social Value

Give back to community in a sustainable way.

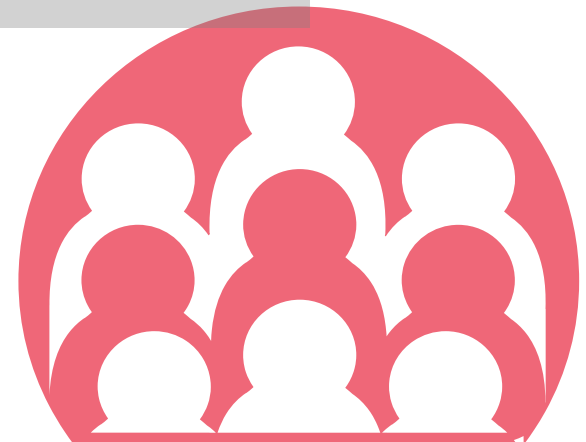
Social Value Act 2012 - public procurement and social / ethical standards. Social value now counts for as much as 20% in quality submission.

Job opportunities for young people from more disadvantaged backgrounds.
OnSide Youth Zone charitable organisation.

The forgotten 25% of Generation Z - if we can engage them they may become productive employees, making a positive contribution to society.

OnSide became our social value partner.

Fundraising, employability, mentoring and apprenticeship opportunities – benefits to community but also new talent streams to CLC partners.



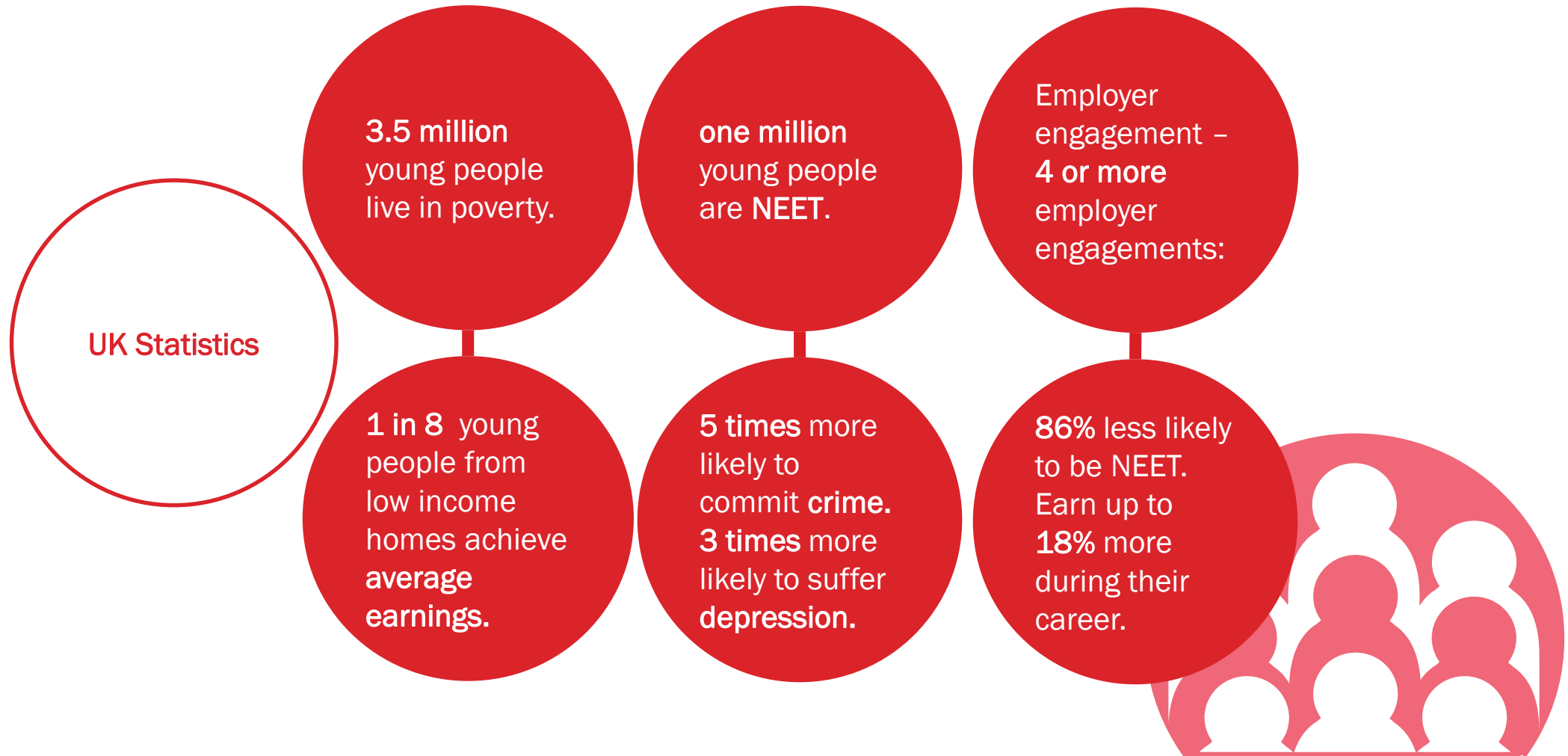
OnSide – Giving Young People a Way Out



OnSide – Young People do not choose the life they are born into



Collaborative Learning Circle / OnSide Youth Zones and Social Value



Collaborative Learning Circle / OnSide Youth Zones and Social Value

Who are OnSide

12 Youth Zones currently with 3 under construction

- Vision is to have 100 by 2030.
- High profile Board and supporters.

What do OnSide provide

- 21st Century youth provision facilities.
- 20+ activities, 7 nights a week, 365 days a year
- Ages 8-19 (or 25 with a disability) with:

**SOMEWHERE TO GO
SOMETHING TO DO
SOMEONE TO TALK TO**

- 4-way partnership.
- Proven business model.



Collaborative Learning Circle / OnSide Youth Zones and Social Value

Success – The Evidence

84% increase in community safety.

84% who complete “Get a Job” progress into work or further study.


91% improvement in quality of local environment.

Between 50% and 77% reduction in youth anti-social behaviour.






THE
COLLABORATIVE LEARNING CIRCLE
CHARITY BALL



Collaborative Learning Circle 



**ON
SIDE**
Always there for young people



Collaborative Learning Circle / OnSide Youth Zones and Social Value



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CLC and OnSide Youth Zones

CLC partners aim to create **5,000 new apprenticeships over the next 5 years** as outcomes from our contact with OnSide Youth Zones and their wider reach with local schools and colleges.

Public Health England, estimate the cost to society of £104,000 over their lifetime for each 16-18-year who is NEET

(based on costs of benefits, lost tax and national insurance contributions, some small costs in the health and criminal justice systems and losses to the economy and to individuals and their families.)

Realisation of this collective target would represent **social value of over £500m.**



Collaborative Learning Circle / OnSide Youth Zones and Social Value

How we will achieve this

Our first CLC Apprentices have been taken on.

Raising awareness of the wide variety of exciting, challenging and rewarding careers. This is being achieved through engaging with young people from OnSide Youth Zones and their wider catchment on a regular basis.

Careers Awareness events where all our CLC partners attended Wolverhampton Youth Zone along with their advocate Apprentices, Graduates and other staff. The latest technologies were demonstrated along with a range of plant and machinery.

This event engaged young people from Wolverhampton Youth Zone along with local schools, colleges, Job Centres and Council departments.

These events will be rolled out across other Youth Zones across UK.



CLC – About us



“If you want to go fast, go alone.
If you want to go far, go together”

