

A TCS project Case Study

Technical Construction Skills Project

Tanya, 33, had been unemployed for a short while after leaving her job in the Care industry to look after her new daughter. At Basingstoke JCP, she heard about the 'Women in Construction' Event hosted by the TCS team in partnership with Basingstoke Discovery Centre and DWP in March 2022. Having previously worked as a paint & decorator on various housing contracts in the past, Tanya had been interested in construction for some time, so signed up to attend and see what opportunities were on offer.

“After having my daughter, it was the first time I had experienced unemployment. It was also the first time I realised that I was scared to return to what I knew which was Healthcare. I began painting houses and discovered a confidence I didn't know I had, learning and enjoying it at the same time too.”

“The day came and I was hesitant to go at first but the idea of broadening my horizons and learning more of something I never knew was a thing... women in construction is not something your used to hearing! I was intrigued, so I went along!”

Tanya discovered at the event that TCS could offer guidance through training and apprenticeships in the industry and to pinpoint which of the many trades she might go into.

“It was the best decision I made, meeting all the helpful people from the TCS project and construction companies, that could guide me to a future I never thought possible.”

After attending the event and meeting everyone, Tanya wanted to know more so attended the “Step Towards Construction course”; a Sector Work Based Academy, with Hampshire Learns (HCC Skills and Participation Adult Community Learning) back at Basingstoke Discover Centre.

This employability course was aimed at adults aged 19+ who were in receipt of employment related benefits and primarily aimed to introduce the world of construction, it's language, entry qualification and job role opportunities. It also Helped to improve personal confidence and communication skills; draft a CV; understand how construction agencies work; meet a construction employer and an employee; receive a virtual site tour of a construction site and discover the various roles available in the industry; explore entry routes to the sector (including Apprenticeships) and develop a plan for the 'next steps'.

Broadening Horizons



BCoT have been excellent from the moment I enrolled, my Mentor, teachers and all the admin staff have been so helpful with ensuring I am on the right path and have the right support and assistance for anything I need help with.

I have loved every minute of my learning experience, from the beginning to now. I never thought I would see myself doing something like this as it is seen as a male dominated career path however, I have never once felt out of place and have never felt more accepted and welcomed.



“My skills are growing rapidly, and it is an amazing feeling.”

The 'Step Towards Construction' Programme, was a very positive experience for Tanya:

“After learning so much, I wanted to continue learning about this new world of construction, I knew that I was on the right path.”

So, Tanya progressed to the TCS's CSCS course at BCoT College and passed both her Health & Safety Level 1 and CSCS Course and gaining the green card, licence to work safely in construction environments. But she didn't want her learning and skills set to rest there, Tanya went on to take the advice of Jack from HCC's Apprenticeship and Skills Hub team to embark on a multi-skills Apprenticeship. Jack met the employer Bone Build about apprenticeships and taking Tanya on board. Jack completed an organisational needs analysis, identifying BCoT as the training provider and funding the cost of the apprenticeship training via The Transfer to Transform scheme. With the funding of the apprenticeship covered, the employer was able to support Tanya in the workplace instead of her paying for the training.

Tanya appreciates the help and guidance she's received from everyone along the way to begin her apprenticeship. She says her world has completely changed, she loves learning and is rightly proud that the skills that she is gaining.

I am gaining experience daily whilst working at Bone Build, it has brought me confidence and optimism for what is to come for mine and my family's future.



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The future is bright and exciting for Tanya, she plans to continue to work within construction, being multi skilled has opened up a whole new world of confidence and opportunity!

I would like to further my skills and specialise in interior/exterior improvement, starting my own business and hopefully eventually be able to encourage and inspire other females to give it go and join me!