



Community Benefits Programme – BAM Construction Academy

Templehall Community Centre Site, Kirkcaldy

As part of their Community Benefits contribution within the Templehall Community Centre project, BAM Construction reached out to the Employability Service to support a skills academy that would offer 6 unemployed individuals, who were keen to work within the construction sector, the opportunity to access invaluable training and experience to support their progress on their employment journey.

The academy was delivered over a 2-week period, from 27th October to 7th November 2025, with a subsequent 1 week work experience for all who were successful in completing the academy. Applications were open to all Fife residents aged 16+ looking to progress into paid employment.

After an interview process carried out by the Employability Service's Training & Development Team, 7 candidates were offered a place on the academy and out of this 5 successfully completed. From the 2 that did not complete, one was unable to attend and the other was offered paid employment on day 2 of the training. Embedded within the academy was employability skills sessions, focussing on the transferrable skills essential in supporting individuals to secure and sustain employment, and a selection of sector specific training including CSCS preparation sessions and REHSIS Health & Safety Certification.

This academy approach allowed candidate to:

- Gain Industry Recognised Qualifications
- Increase awareness of what is required to gain employment
- Create positive habits to enable good timekeeping and attendance
- Gain experience of working as part of a team
- Respect others opinions, values and feelings

Following the academy all candidates that did not directly secure paid employment continue to be supported by the Employability Service, and once they move into work there will be in-work support provided where required to ensure this employment is sustained.

