



STRUCTURA Futures CIC:

Mandate & Foundation Syllabus (Work in Progress)

1. The Mission: "The Site-Ready Standard"

STRUCTURA Futures CIC is a dedicated training and mentorship hub designed to bridge the gap between "college-taught" and "site-ready." The industry is currently flooded with candidates who lack the practical understanding of a live site. We exist to gatekeep and elevate the entry-level workforce in Salford & Greater Manchester, producing high-calibre Joiners, Roofers, Plumbers, and Plasterers equipped with the right gear, the right certs, and the right attitude.

2. The Core Trades Focus

We focus exclusively on the essential building blocks of the North West construction industry. Our training zeroes in on the "Right First Time" delivery that defines the **STRUCTURA** brand:

- **Joinery & Carpentry:** From first-fix framing to finishing.
- **Roofing:** Weatherproofing, tiling, and structural timber work.
- **Plumbing:** Modern domestic systems, maintenance, and compliance.
- **Plastering & Rendering:** Traditional wet-plastering and modern dry-lining techniques.

3. The "Active Practitioner" Delivery Model

We reject the academic "classroom" approach. We replace the "teacher-student" hierarchy with a **Senior-Junior Practitioner** relationship.

- **Active Trades & Ex-Services:** Our mentors are time-served, active tradespeople and ex-servicemen. They provide the discipline, punctuality, and "get-it-done" team ethics required on a busy site.
- **Candid Mentorship:** We provide honest, direct feedback. In construction, sugar-coating a mistake leads to safety risks. We teach our apprentices to value the truth over an easy answer.
- **Relatability:** Mentors speak the language of a modern site and earn respect through active competence, not just a job title.



4. The Core Foundation Syllabus (Pre-Trade Baseline)

Before candidates touch a specific trade curriculum or step onto a live site, they must pass this four-pillar foundation. If they do not meet our standards for punctuality, safety, and effort here, they do not progress.

Module 1: Statutory Safety & Certification (The Legal Baseline)

- CITB Health, Safety & Environment (HS&E) Test Preparation.
- CSCS Green Card (Labourer) Attainment.
- IOSH 'Working Safely' Certification.
- UKATA-Approved Asbestos Awareness.
- Manual Handling & Working at Height Awareness.

Module 2: Site Culture & Professional Ethics

- **Chain of Command & Site Etiquette:** Understanding site hierarchies and respectful communication across different trades.
- **The "Candid Reporting" Protocol:** Empowering candidates to report hazards or mistakes immediately—hiding an error is the only unforgivable mistake.
- **Team Ethics:** "Leave no one behind" mentalities and strict site housekeeping.
- **Kit Maintenance:** Inspecting, cleaning, and taking pride in their B4Y tools and PPE.

Module 3: Pre-Trade Practical Fundamentals

- **Accuracy over Speed:** Basic measuring, marking, and cutting exercises to instil the "Right First Time" mindset.
- **Material Familiarisation:** Safe handling of common site materials (timber, plasterboard, cement, pipework).
- **Tool Safety & Isolation:** Hand tool checks, power tool limits, and basic electrical/water isolation awareness.

Module 4: The "Real Site" Briefings (Candid Q&A)

- **The Unfiltered Truth:** Unscripted, informal Q&A sessions with active site managers and serving trades about the realities of early starts, site dynamics, and physical demands.
- **Learning from Failure:** Serving trades sharing their biggest on-site mistakes and the professional way they resolved them.
- **The Alumni Loop:** Successful B4Y graduates returning to speak to new cohorts, providing relatable proof of concept and forming the basis of our future mentor pipeline.



5. The Social Mandate & Asset Lock

As a Community Interest Company, our commercial success directly funds our social intervention.

- **Boots for Yoots (B4Y):** Every penny of profit from our commercial expert-led training sessions is legally ring-fenced to provide local apprentices with high-specification, trade-specific toolkits and PPE. We remove the financial barrier to entry.
- **STRUCTURA Sisters:** We actively intervene in the industry gender gap by establishing independent, dedicated female trade cohorts in Joinery, Plumbing, and Plastering, providing a focused environment to master the craft.
- **Salford Mayor's Charter Integration:** We enforce the charter. We demand that any supply chain partner receiving a "STRUCTURA-Ready" apprentice matches our commitment to the Real Living Wage and local social value.

The STRUCTURA Standard:

"We don't do 'workshops' for the sake of a certificate. We build tradespeople. We take the team ethics of the services and the hard-won skills of the North West's best trades and pass them on. No faff. No fluff. Just the gear, the guidance, and the candid truth about what it takes to succeed on a real site."

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Completed: The candidate hasn't just shown up; they have successfully finished the full, mandatory foundation syllabus and practical workshops.

Compliant: They hold the essential legal and safety requirements (CSCS, IOSH, Asbestos Awareness) necessary to step onto a live site safely.

Structured: They understand the site hierarchy, team ethics, and the professional, "no-nonsense" discipline expected of them.

