

Wates Pre-Employment Case Study – Gifty Tufuor

Date: 14th February 2023

Project Manager: Aretha Kelly

Background

Gifty is a fully qualified Architect from Ghanaian. She had a career break of 10 years to bring up her family, and apart from voluntary work, had not been able to source employment as an architect in the UK.

Barriers

Gifty was keen to get into practice, however she felt less confident about finding employment because of her career break, lack of UK experience, and her age.



Intervention

Gifty was one of the 17 women who attended the WIC information session in September 2022, where she found out about the Wates programme and the different routes into the industry for her profession. She completed the 5-week programme including the employability training, and received the academically qualified persons CSCS card at CONEL. She then took part in a 2-week work-placement with Wates Construction Group. She enjoyed the placement to a great extent, and felt that she would like to re-route into Construction where she would have a better opportunity to gain experience not only in design but also buildability and management of the process.

Gifty was referred to Smart Works through the programme where she received further career coaching and bespoke dressing to boost her confidence.

After applying for various roles, Gifty was successful and will start a new role on 1st March 2023 as an Assistant Design Manager at Wates Construction Group London. WIC are continuing to support Gifty.

Personal impact and testimony

Gifty said: “My friend recommended I join WiC, at the time, I wasn’t too enthusiastic because I thought it would end up as one of my many failed attempts to find employment, but as it turns out, it was the best move for my career aspirations!”

“I met an amazing group of women and made some friends for life. We were women with similar background stories and our Programme Leader (Aretha Kelly) offered continued support through the training and on so many levels throughout the next year. Aretha gave me guidance into writing and securing the right level of exam (MAPS) and CSCS card and with a number of seminars and work-placement opportunities with different companies running at the time we discussed my peculiar career aspirations and secured a placement with Wates Construction Group, which helped me to regain my confidence and realise my interest in the new role of Design management a route that I could thrive with transferable skills from Architecture.”