

Case Study – Rhianna Austin

Kickstart to Social Value Officer

Rhianna took part in The Factory Kickstart Construction Academy in November 2021 and went on to do a 6-month Kickstart Placement on the project, working with the LOR Social Value team.



The Kickstart scheme was launched by the Government in during the pandemic, to help of 16–24-year-olds claiming Universal Credit, gain employment experience through 6 month paid placements, with the aim of being offered employment afterwards.

When Rhianna was employed on her placement, she was working 25 hours per week (minimum hours for the Kickstart scheme) and after a month, LOR increased her to full time working hours to improve her financial situation for the remainder of her six-month placement with us.

Following her placement ending in June 2022, Rhianna was given a full-time permanent contract working in Laing O’Rourke’s Social Value team in Manchester and has since received a salary increase in line with the cost-of-living increases. She is now leading on social value delivery on Abraham Moss Library and Leisure Centre project and is truly enjoying her role.

Rhianna said of her experience:

“I can’t state enough how well supported I have been by Laing O’Rourke since starting with them. My placement and now permanent role have built my confidence and given me a real focus and direction of travel for my career. My role within social value has

given me the sense I am contributing to something important in my home City of Manchester, something I so wanted to do, before my employment.

“Since being given full time and permanent employment, I feel my financial worries have massively reduced with the ability to pay my bills and do more in my social life with friends and family. I now feel confident I can support the way I live. The fact I am getting a regular income and salary has given me so much more stability and massively improved my mental health and wellbeing”.

Case Study – Mohammed Ismail

General Labourer to Thermal Insulation Apprentice

Mohammed has been employed since June 2021 with works contractor partner Munnelly’s who are delivering the logistics support package on the project.



Mohammed had been out of work for 18 months before he joined Munnelly’s as a General Labourer, a role he secured through Manchester recruitment partner The Works/Construction Academy. He has now worked on the site for 2 years, obtaining his CSCS card and has received additional health and safety and site operative training organised by the Munnellys team.

Since starting on the project, Mohammed has built strong relationships whilst on site and has regularly kept in touch with the Laing O’Rourke Social value advisor and actively pushed himself forward to progress in his career through attending recruitment events organised by LOR and pursuing apprenticeship vacancies.

Knowing that Mo wanted to undertake an apprenticeship to learn and progress qualifications in his career, Laing O'Rourke recently went on to refer him and vouch for his dedication and character to works contractor partner on the project Righton Insulation Services. As a result, Righton offered Mo a Thermal Insulation apprenticeship position. Mo started his apprentice position on The Factory in October 2022 and is so far enjoying his new role.

Mo said of his experience:

"I've really enjoyed working on this site and having my job with Munnellys has given me a real routine and a good insight into construction. I've always known I wanted to work in this field now and have got a good team around me who have helped me to progress. For a while now, I have been wanting to do an apprenticeship and have had great support from Laing O'Rourke and the team to do so."

Case Study – Connor Kadie

General Labourer (Joinery)

Connor has been employed with Gariff Construction, who are delivering the Joinery package of works on the project, since June 2022. Prior to his employment, Connor had been in and out of work with agencies, working on temporary contracts and was looking to gain a full-time permanent contract.



Connor came across the role with Gariff, working on The Factory, through his local job centre in Wythenshawe.

Connor said of his experience:

“It’s been pretty impressive working on a project like this and I’m really enjoying learning a trade. Since being employed with Gariff, I have received lots of training and having a full time, permanent role has given me a lot more stability. I am also talking to Gariff about progressing onto an apprenticeship with them in the near future which is great”.