



# STARS OF THE FUTURE 2020



**Congratulations  
to all of the  
Stars of the  
Future 2020  
Nominees and  
Winners.**

**Here are the  
National Winners...**



**ADAM REES**  
Machinery Movements  
and Crane Hire  
Plant Mechanic of the Year



**RHYS NIGEL JOHN**  
Marubeni-Komatsu  
Plant Technician of the Year



**LUKE REDDISH**  
Wolffkran  
Lifting Technician of the Year



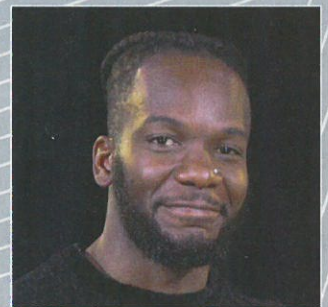
**DANIELLE TAYLOR**  
Flannery Plant Hire  
Plant Operative of the Year



**IVETA TOMASEVSKA**  
Flannery Plant Hire  
Hire Controller of the Year



**SCOTT LAURENSON**  
EMN Plant  
Judges' Special Award



**SENGHAN CARR**  
L Lynch Plant Hire  
CPA Prize for Best  
Personal Statement

**The CPA will be launching the 2021 Stars of the Future awards programme in January 2021. We welcome nominations from all employers so keep a look out on [www.cpa.uk.net](http://www.cpa.uk.net) for the nomination forms**



**Construction Plant-hire Association**  
27/28 Newbury Street, Barbican, London EC1A 7HU  
Telephone: 020 7796 3366  
Email: [enquiries@cpa.uk.net](mailto:enquiries@cpa.uk.net)  
[www.cpa.uk.net](http://www.cpa.uk.net)

STARS OF THE FUTURE  
IN ASSOCIATION WITH  
SUNBELT RENTALS



**“UNDER THE SCHEME APPRENTICES LEARN ON FOUR MACHINES OVER 15-MONTHS, AS WELL AS OPERATOR-LEVEL SERVICING”**



# INDUSTRY IN SAFE HANDS

**Jane Brooks looks at the cream of the crop from the next generation of plant operators**

**I**n common with many other events in the last few months, the Construction Plant-hire Association (CPA) annual ‘Stars of The Future’ awards ceremony moved on-line for the first time. The awards scheme identifies some of the industry’s brightest

up-and-coming talent. Nominations are invited from colleges, plant-hire companies, manufacturers, contractors, suppliers and others operating in the construction plant sector. Over 70 individuals were nominated this year, the highest figure in the eight years the awards programme has been running.

Nominees need to be employed as an apprentice or trainee; entry criteria are that they’re actually going through a formal →

**Above and inset:** The CPA’s Peter Brown explained that, although originally focussed on plant mechanics, Stars of the Future now recognise lifting technicians, plant operators and hire controllers.

# DANIELLE TAYLOR, PLANT OPERATIVE OF THE YEAR 2020



Apprentice plant operator Danielle Taylor works for Flannery Plant Hire. Having previously worked in a bank as an auditor, she was determined to change career and become a plant operator. Unconcerned about preconceived ideas of barriers to entry for women in construction, Danielle grew up around the industry. Her Grandfather introduced her to machinery and working outdoors.

Danielle said, "I was told some men wouldn't like a woman on site, but it's been great. I don't feel any different to the boys, my foreman is an advocate for women on site and everyone has been nothing but supportive."

Danielle is currently at the National Construction College, honing her skills on 360 excavators, commencing her site experience on a roller and gradually progressing on to a 30-tonne dump truck. She moved on to a dozer within three months of being on site, which is a record for a Flannery apprentice.

Keen to inspire others into the industry, Danielle is leading a careers campaign. Flannery is extending its Virtual Bitesize Careers Events to focus on 'Women in Construction'. This initiative was entirely Danielle's idea, she's desperate to break down misconceptions about barriers to entry and doesn't want other women to miss out on an amazing career.

Danielle continued, "When I was considering joining the industry, I had a lot of friends and family trying to deter me, telling me in was a man's world and I wouldn't like it. I was so determined to follow my dreams that I blocked out their opinions and I went for it anyway."

"I really don't want other females to think that there are any barriers to entering the industry and I want to show my personal story to give them inspiration. I have never regretted my decision and I want women to understand what an amazing career it is."

The judges commented that Danielle showed real commitment and passion for the job, entering a new and very different career and one driven and inspired by her family. They were impressed that she actively helps out on promotional events in recruiting new blood to the industry. Summarising, Danielle was a great role model for the industry, had clearly found her true path and was a very worthy winner of this category.

→ training programme or a recognised apprenticeship. Judged by an independent panel of industry experts, a shortlist is selected, from which 'highly commended' nominees and the ultimate winners are decided, based on strict scoring criteria.

## PLANT OPERATORS

Originally introduced to recognise outstanding plant mechanics and technicians, the scope of Stars of the Future has been extended to promote further job roles in the construction plant sector and recognise the new Trailblazer apprenticeships.

**"I HAVE NEVER  
REGRETTED MY DECISION  
AND I WANT WOMEN TO  
UNDERSTAND WHAT AN  
AMAZING CAREER IT IS"**

CPA technical manager Peter Brown said, "Plant operators particularly are getting older and with big projects like HS2 it's a case of getting new blood to replace them. Apprenticeships have come back now as a recognised method of getting people into work."

"Although Stars of the Future has really focused on plant mechanics, a couple of years ago we at CPA felt it was time to expand the occupations and the two we started last year were lifting technician for crane operators and also plant operators. They recognise the work undertaken by the industry trailblazer groups to introduce work-based 'operators apprenticeships'. We added hire controller this year and we're looking to add more categories in future years."

"This year we also introduced the 'CPA Prize for the Best Personal Statement from a Candidate', for which nominations were



## SENGHAN CARR, WINNER BEST PERSONAL STATEMENT

Senghan Carr is an apprentice plant operator at L. Lynch Plant Hire. He came from a removals background, but after getting to grips with the scale of the articulated dump truck and forward tipping dumper, he was away. Currently undertaking 360 excavator training, Senghan was one of the first delegates to come through the Lynch training programme.

With many excellent entries, the CPA selection panel found it difficult to select a winner, however, Senghan's video exceeded the panel's criteria, taking the audience with him as he described his apprenticeship journey, highlighting the potential, benefits and rewards of being a plant operator, but also being honest and reflective about some of the knockbacks he'd experienced and the help he'd received.

He recalled being nervous as he walked through the doors at Lynch for his first interview. How, at the time he was working two jobs, had a child on the way and wanted to change his life for his family. Now Senghan is described by his employer as a 'fantastic young member of our next generation of operators'. The panel were also impressed with his upbeat outlook, positivity and enthusiasm, showing real and natural passion for his employer, family and the industry.

Senghan, who has also been part of a construction live broadcast, which went out to over 60,000 students across the UK, got to the heart of what an apprenticeship is by explaining that he is in an industry where he could learn and drive on site, while being in the presence of people who had been doing it for much longer.

"I also get the opportunity to progress. You get up in the morning and you just want to get on and go to work; you are learning every day."

welcomed from employers and training providers. Nominees had to submit their own personal statement in written or video format. The first winner of the new award was Senghan Carr, an apprentice at L. Lynch Plant Hire. Another new award introduced this year was the 'Judges' Special Award'. Full 'Stars of the Future' results can be found on the CPA website (<https://www.cpa.uk.net>).

### APPRENTICESHIPS

"Some years ago the Government changed the method of apprenticeships. Originally they were devised by awarding bodies, like

City and Guilds, but the remit now is that the industry takes the lead through employer-led groups and these are known as Trailblazer Apprenticeships.

"Back in 2016 we at CPA took on the role of administering an employer working group, chaired by Flannery Plant Hire director Patrick Flannery and including representation from HS2 and Highways England to develop and introduce a Construction Plant Operative Level 2 Trailblazer Apprenticeship."

Under the scheme apprentices learn on four machines over a 15-month period, as well as covering operator-level servicing,

## CHLOE RACKLEY, HIGHLY COMMENDED PLANT OPERATIVE OF THE YEAR 2020



An apprentice plant operator at L. Lynch Plant Hire, Chloe Rackley came from a hairdressing background, but her inspiration comes from her Grandad, who's also a plant operator. With a plan to go into training and a mission to attract new blood into the industry focusing on the young and women, Chloe is a great ambassador for women in construction, having already been involved in open days to highlight the importance of women coming into the sector.

Chloe has an articulated dumper truck ticket, forward tipping dumper ticket and a 360 tracked excavator ticket. She previously worked on the A14 project in Cambridge and was a valued part of the team until its completion.

The judges said Chloe showed real commitment and passion for the job, having taken on a new and very different career path. They also said that operating plant appears to come naturally to her, as she had impressed her employer, trainer and a range of customers from day one. They summarised that Chloe has great skills, is a real credit to her employer and felt she will rise far in the future and thoroughly deserved her highly commended award.

basic maintenance techniques and the marshalling of plant.

Peter added that The Plant Operative of the Year was a hard fought category, and continued, "The judges were split in the end, it really was very hard to separate them although it was encouraging that we had all-female finalists. The criteria for Stars involve identifying tomorrow's managers, ambitious and positive about their roles.

"Employers put a lot of energy into looking after their apprentices and use the apprentices to encourage others. Both Danielle and Chloe are great examples to other females looking to join the industry." 