



CASE STUDY

Lisa Garfield - WEPCo



Lisa is a Project Manager with WEPCo, with a varied career background she began her journey through a graduate training programme with a Tier 1 Contractor after completing a BSC Hons in Construction Management. With over 20 years experience in both pre-construction and operations Lisa is passionate about showing that construction isn't just one path or one type of role. She enjoys highlighting that construction offers career progression, leadership opportunities and flexibility.

Case Study: Lisa – Finding Her Path into Construction

Taking Time to Make the Right Choice

Lisa's career journey demonstrates that there is no single, linear route into construction. Rather than moving straight into qualifications, she chose to travel, work part-time and gain experience across different roles and industries before committing to a long-term career. This time allowed her to better understand her strengths, interests and what she wanted from a career.

"It let me gain some real-life experiences and have some fun before really settling into a career for life. I gained experience in different roles and industries, which opened my eyes to what I liked – and more importantly, what I didn't want to do."

Discovering a Career in Construction

Although Lisa was familiar with construction through her father's career as a civil engineer, it wasn't until she worked as a PA to the Housing Director at a Housing Association that her interest truly developed. Attending site meetings and supporting a live housing development exposed her to the problem-solving, collaboration and pace of the industry. Inspired by this experience, Lisa returned to college to pursue a construction-related qualification, initially considering quantity surveying before exploring a range of roles through her studies.

A Career-Defining Opportunity: The CITB Scholarship

A pivotal moment in Lisa's journey came when she was awarded a CITB scholarship. The scholarship provided financial support during university and, crucially, connected her with a Tier 1 contractor through a structured work placement. This hands-on experience gave Lisa valuable insight into the industry, strengthened her academic learning and helped her stand out when applying for roles after graduating.

"The scholarship really opened the door for me. The experience was invaluable – it helped me with my degree, strengthened my CV, and I actually ended up working for the contractor afterwards."

Developing Through Diverse Roles and Projects

Since graduating, Lisa has built a varied career, holding roles including Site Manager, Framework Manager, Bid Manager and Project Manager. Working primarily on commercial and infrastructure developments, she has delivered a wide range of projects such as schools, prisons, swimming pools, offices and hospitals. This variety has allowed her to continuously develop new skills and keep her work engaging and challenging

From Site to Pre-Construction

Lisa has worked across both operational site roles and pre-construction, giving her a well-rounded understanding of the full project lifecycle. While pre-construction focuses on designing out risk and managing budgets, site-based roles centre on delivering solutions safely, to specification and on programme. This breadth of experience has shaped her current role as a pre-construction project manager with a strong practical perspective.



Balancing Career Progression and Family Life

Alongside her professional development, Lisa has successfully navigated career progression while raising a family. After her first child, she returned to full-time site work with strong family support. Following her second child, she moved into a more flexible supporting role, which later created opportunities in bid management and pre-construction. Today, she works in a senior role at WEPCo, supported by flexible working and a positive team culture.

“I’m lucky to work for a company that allows me to work remotely and around my family. I’m surrounded by an amazing team who really support each other.”

Lisa’s journey shows that taking time to explore options, gaining real-world experience and being open to change can lead to a rewarding and sustainable career. Her story highlights the breadth of opportunities available in construction and demonstrates that with the right support, it is possible to build a successful career that works alongside family life.

Quick-Fire Insights

Best thing you learned while travelling?

How to budget, be independent and have fun!

One moment in your career you’re most proud of - besides winning the CITB scholarship?

I have lots of moments that are related to that feeling of pride when you see the end user looking around their completed building for the first time, knowing you were part of that (I also like showing my children my projects)

One skill that helped you move up through so many different roles?

Communication – being able to speak to various people of different roles and actually listen and take onboard others opinions/suggestions (just because you have done something like that previously doesn’t mean its right).

What’s one myth about construction careers you want to bust for young people?

Its not just for the boys! There is a role for everyone be that trades or professional ie if you are like maths why not look at quantity surveying



Lisa has successfully delivered projects at Llanilltud Faerdref Primary School, Penygawsi Primary School and Pontyclun Primary School. All are now complete and being enjoyed by pupils and the wider school communities. She also played a key role within the WEPCo team achieving contract close for the CAVC Project which has now commenced on site . Lisa is currently serving as Project Manager for the Coleg Gwent and Bridgend School projects.