

ConstructionSkills

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ConstructionSkills Grant

DEVELOPING THE WORKFORCE

Are you & your employees engaging in Internal or External Short Duration Training?



Training and Development Plans



Training Plan Criteria

Plan must cover a 12 month period

Plan can start at any time during the year

Training day is 6 hours maximum

Training of over 30 minutes can be accrued



Who training can be claimed for

All employees

Labour only sub-contractors

Agency staff



Typically, what training can be claimed for

Construction training not grant-aided elsewhere in the Grants Scheme

Evening courses

Accounts Training

IT courses

Administration courses

Supervisory and Management courses

Short training sessions – min 30 min duration

‘In house’ short development courses

Site based training ie. Tool Box Talks



How to Claim the Training Plan Grant

You may already have a Training Plan in place which hasn't yet been submitted for grant purposes. Alternatively, your Company Development Advisor can assist you. This includes providing templates for your training and evidence keeping.

TP1 and TP1A showing training planned to be submitted to local CITB-Construction Skills office within 3 months of the start date

Interim claim showing what has been carried out during first 6 months

TP2 and TP2A showing what has been carried out over whole plan – to be submitted to local CITB-Construction Skills office within 3 months of the end date



Grant payable

A grant of £500 for submitting your Training Plan or £10 per head if more than 50 employees

£27.50 per 6 hours of Training on the plan

How the grant is currently paid;

25% of value of the plan on submission

Interim payment for training completed up to month 6 of the plan

Balance at month 12 of the plan



Staff turnover, promotions and transfers

If you are planning to take on new employees, LOSCs or Agency staff, but do not yet know who they are, you can include any training that you have already identified that they will need on the Training Plan.

You may also include proposed training for unexpected recruitment up to a maximum of an additional 5% of the total number of employees you declared on your 2008 levy return.

If you replace members of your workforce whose training is included in your Initial Claim, your new employees may utilise the training days allocated to the previous employees.



Increasing the number of training days

If after submitting the Training Plan you need to increase the number of days training you have forecast, you can apply to do this in writing or via email to your Company Development Advisor.

ie.

Where you take on a new contract unexpectedly or increase the number of employees in the company

You can request two changes during the 12 month period of your plan. Relates to full year plans only



Qualifying the Workforce



Card Schemes

Are your employees meeting site requirements?

CSCS – Construction Skills Certification Scheme

CPCS – Construction Plant Certification Scheme

Routes to Qualification via On Site Assessment & Training (OSAT)

Currently funding for NVQ L2 through Train to Gain

Current Grant Available for OSAT £500

Current Grant of £17.50 Available for the H&S Test



Developing your Workforce & Your Company

Are you meeting your clients Expectations?

Sustainability

Health & Safety – SMSTS/Site Safety Plus

Management & Leadership

Technical & Professional

Business Standards



Management & Leadership Diagnostic Tool

Specific to the Construction Sector

On-line assessment of management and leadership skills

Can provide information that could be used to help identify your strengths, your training and development needs and company procedural development / changes



What it involves

Questions are around 79 skill areas specific to construction. Areas are:

Working with clients

Planning a job

Running a job

Building

Managing the team

Running the business



Benefits to Construction Companies

Company profile of competencies and any skill gaps

It identifies strengths and weaknesses and can be used to help improve competitiveness and profitability

Matching your team's skills and competencies to particular projects

Identification of any Training & Development needs



Apprenticeships

Are you involved in Training the next generation of Construction Operatives?

Displaced Apprentices

Traditional v Programme Led Apprentices



Grant Support for Traditional Apprentices

Traditional Apprentice Route

Year 1 Grant Support - £1890 (Registration & Attendance)

Year 2 Grant Support - £3810

(Attendance, NVQ L2 Achievement & Award of Apprenticeship Framework)

Year 3 Grant Support - £4120 (Attendance, NVQ L3 Achievement & Award of Advanced Apprenticeship)

Total Support for Apprentice through to Advance Apprenticeship, NVQL3 = £9820

Grants Available to Apprentices registered onto an approved apprenticeship programme (2008/09 Grant Scheme)



Grant Support for Programme Led Apprentices

£1500 after 12 weeks of employment

£1500 on Completion of NVQ L2

**Trainee must have completed Technical Certificate
(Intermediate Construction Award) and Key Skills to be
eligible for grant funding**



Thank You

Any Questions?

