



Keeping the Construction Sector informed about Plant- based Skills and Carding

Welcome

Webinar starts at 10.30 am



Webinar Agenda

- Welcome and introductions; (*Kevin Minton – Chair of the PSRO*)
- About the PSRO and its achievements to-date (*PSRO Chair*);
- Update to the CLC skills strategy (*Alasdair Reisner - CEO CECA and PSRO Board Member*);
- Panel discussion with the PSRO Technical Review Group on ensuring and certificating competence within the plant sector (*Convened by the PSRO Chair*);
- Delegate Questions and Answers (*Convened by the PSRO Chair*);
- Meeting Summary;
- Meeting Close.



Presentation 1

About the PSRO and its achievements to-date

Kevin Minton CPA

Chair of the PSRO



SRO origins

CLC - Specification & Promotion Industry Card Schemes (2015, 2017)

Card schemes carrying the CSCS logo will meet the following requirements:

- *The minimum standard for skilled occupations is an NVQ Level 2 relevant to the occupation, plus a separate health and safety element.*
- *The appropriate qualification for each occupation will be agreed between the **sector representative organisation (SRO)** and its recognised standard setting body (SSB).*
- *Where an NVQ level 2 is not available the **SRO** and SSB will specify the recognised equivalent qualification*
- *Additional scheme rules that do not compromise these requirements can be determined in conjunction with the relevant **SRO***
- Any new card scheme must occupy a distinct and separate footprint, or be of a higher standard.... and must demonstrate support from the relevant sector and the wider industry.



Need for a plant SRO

- Sale of CPCS by prompted discussions of who takes lead on industry standard-setting
- CITB changes and 3-yearly review further highlighted future protection of plant-related training and safety standards
- Plant card schemes attained CSCS approval but - apart from VQ requirement – no other criteria were imposed
- Industry sought clarification on variations of card scheme
- Employer feedback from CPA Roadshows in 2018 and 2019 indicated industry ‘take control’ through an overarching industry body

CPA Training Provision Survey

On Card schemes...

- 98% of surveyed members employ staff with roles that require carding
- 57% perceive them as 'valuable'
- 89% however have issues with card schemes
- Interviews with CPA members suggests that:
 - *respect for card schemes is relatively low;*
 - *Trust low in assessment and doubts in quality assurance;*
 - *Variations amongst card schemes causes confusion, with members having limited time available to understand them.*

Card Schemes – Perceptions and Myths

- Cards schemes are not mandatory under legislation or regulations - duty of employers to provide instruction, information, training and supervision
- Card schemes are independent, self-supporting entities each with their own fee structures
- Can offer any category of plant, equipment, tools, roles etc.
- Card schemes offer either recognition of training or competence, or a mix of both
- Each scheme decides on the overall standards it operates to and designs own training and assessment content - How, or what schemes use is not known
- Training delivery methods and course durations up to each individual scheme

Card Schemes – Perceptions and Myths

- Card renewal criteria (*if any*) also vary amongst each scheme
- Quality assurance of each scheme varies and down to each of them to administer and operate
- Extent of any H & S training remains with each scheme
- Instructor ‘criteria’ down to each scheme
- Card schemes also operate external to the construction sector
- Data (and cards) held by one scheme are not transferable to others
- There is no formal association or externally-applied code of conduct for card schemes
- Card schemes do not need to directly engage with the sector and are not duty-bound to comply with or meet industry needs

Where do we go?

In 2019, we came to a fork in the road and asked the question; do we head towards?

- an unregulated free market (a slippery slope)
- or does someone intervene to uphold minimum standards & continued operation in the Employers' interest? (e.g. the 'high ground')

....and if so, who?

The result being - there is no body, so let's start one ...



PSRO Board Partners



Build UK



Civil Engineering Contractors
Association



Construction Plant-hire Association



Federation Piling Specialists



Home Builders Federation



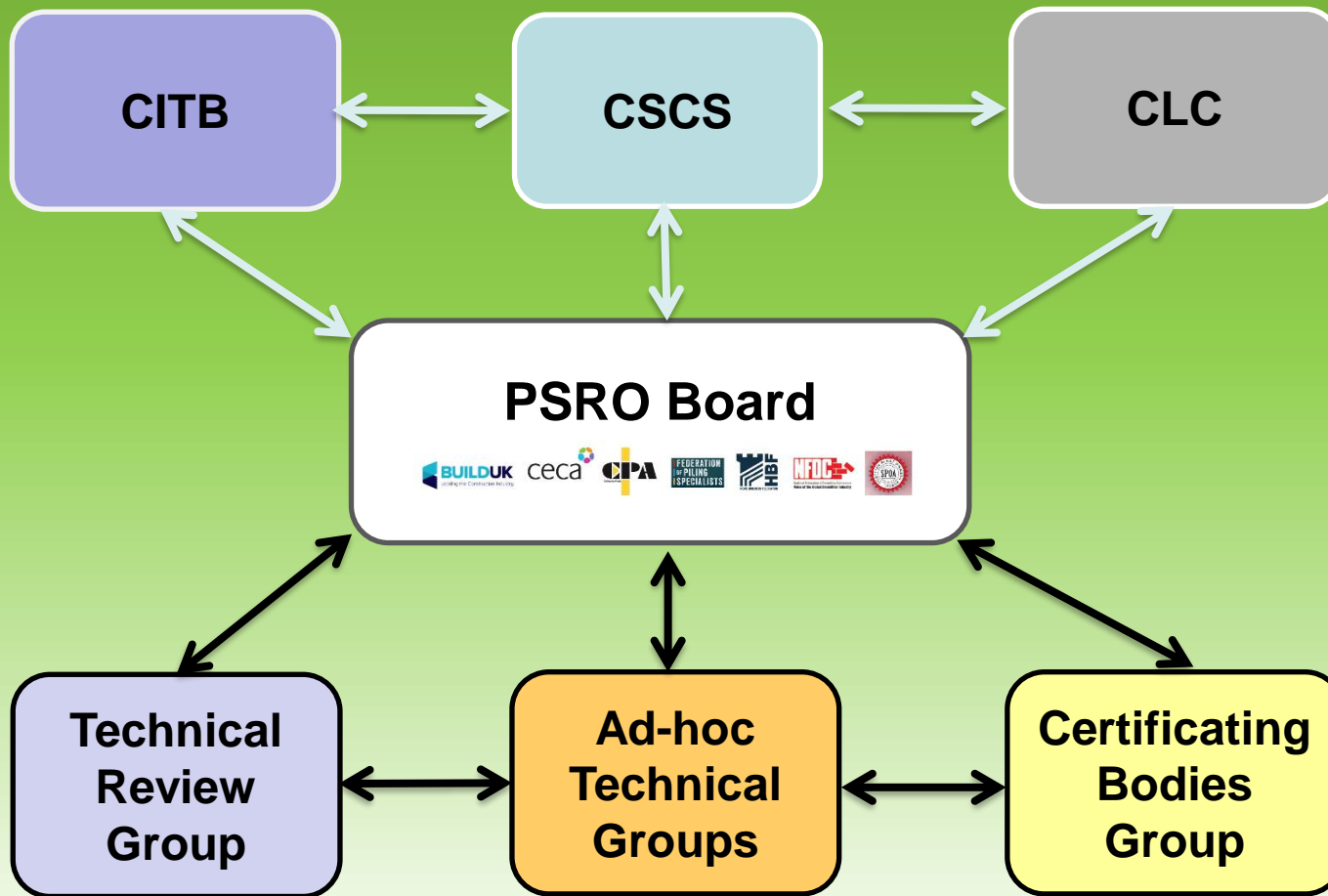
National Federation Demolition
Contractors



Scottish Plant Owners Association

PSRO Board Relationships

Top Level



Board Advisory

Holistic Outcome

The intended outcome of PSRO activity is:

1. A sufficient supply of skilled labour;
 2. ...with a level of competence that optimises risk management and total cost;
 3. ...with a level of assurance of competence that is well defined and understood by employers; and
 4. ...that has been arrived at in the most efficient and sustainable way.
- Not just about compliance with CLC – about future building
 - See and exist beyond CITB; beyond CLC

PSRO Aims and Objectives

....act as the SRO for the construction plant sector and advise industry, relevant authoritative bodies including CLC and other relevant parties over outcomes required for plant occupational-related training, assessment and certification activities

- *Identify employer needs against plant-based operational practices;*
- *Make recommendations for training, assessment and certification to the CLC and SSBs*
- *Determine the impact on employers of delivery activities against Government and industry initiatives, legislative and national requirements;*
- *Provide competency frameworks to guide development of certification body standards and delivery methods, including apprenticeships;*



PSRO Scope

- Operation of construction-based plant, equipment
- Lifting Operations (*within the context of construction*)
- Installation, maintenance, examination and inspection operations (*for activities above*)
- Other relevant hire and supply activities for safe and efficient use of plant;
- Supporting occupations including but not restricted to:
 - *Slinging/signalling*
 - *Plant/vehicle marshalling*
 - *Commissioning, erecting and dismantling of plant*
 - *Loading, unloading and transporting of plant*
 - *Planning and supervision of plant activities (as a defined role)*
 - *Directly supporting plant operations e.g. rig attendant, second-person (as a defined role)*

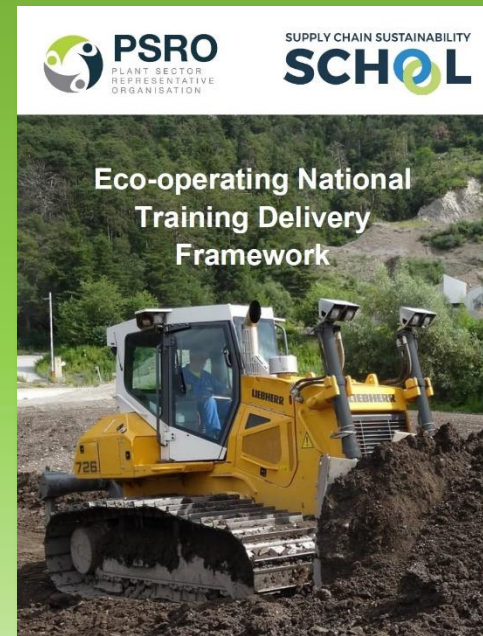
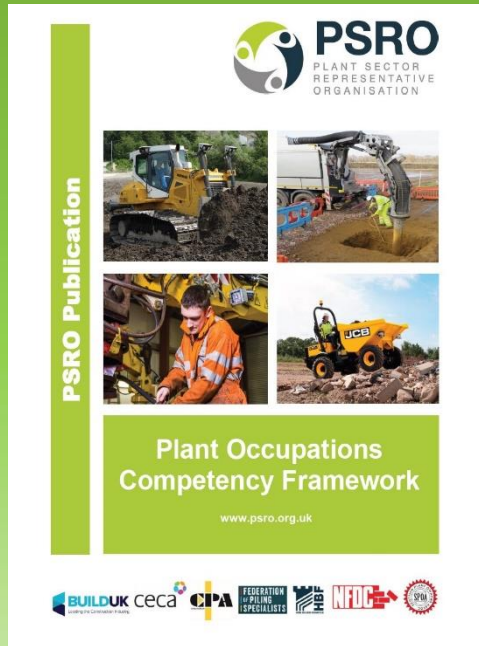
PSRO Management - external

- PSRO established as limited company to act impartially against internal and external factors
- Board formalised under ToR with representation from each federation - oversees PSRO strategies
- CPA acting as Secretariat
- Memorandum of Understanding established with CITB
- Agreement with CLC
- Agreement with CSCS
- New website at www.psro.org.uk

PSRO Management - internal

- Technical Review Group (TRG) established to advise Board on technical matters and write/oversee competency framework and review CSCS card scheme applications
- TRG includes delegates from:
 - each of the partner federations
 - Unite the Union
 - HSE.
- Certificating Bodies Group inc.
 - ALLMI - AITT – BRITTOp – CMPE- CPCS – IPAF – Lantra -
 - MPQC – NPORS - Qualified Contractors Ltd - RTITB
- Website at www.psro.org.uk

PSRO Publications



PSRO Competency Framework

**PSRO/SCSS Eco-operating
Training Delivery Framework**

Free download at www.psro.org.uk

CLC Skills Plan update 2023-34



Alasdair Reisner
CEO CECA and PSRO Board Member

 Department for
Business, Energy
& Industrial Strategy

 Department for
Business,
& Industrial Strategy



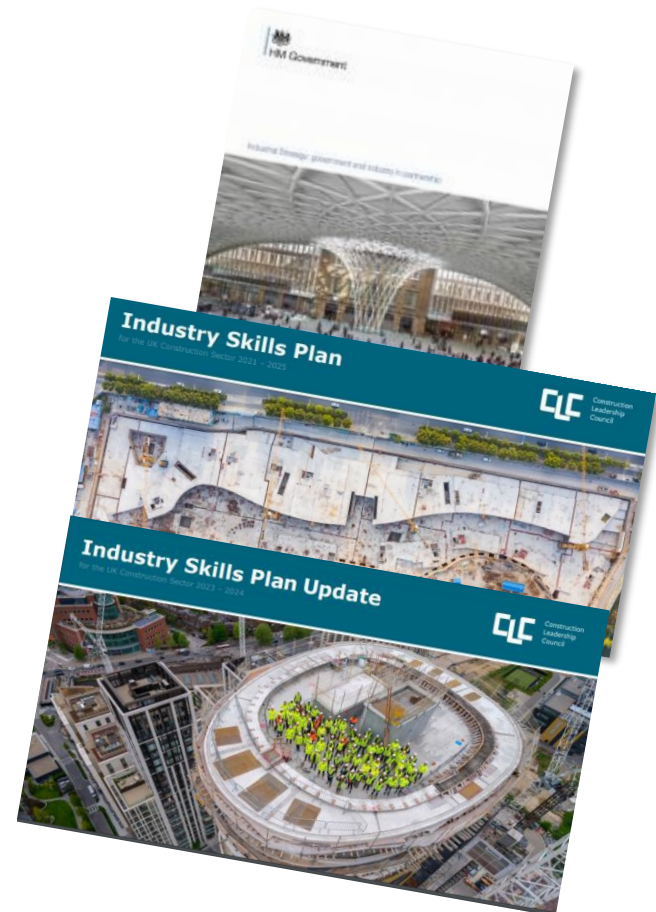
Overview

- **Background**
- **Delivering success**
- **Strategy for 2023-24**
 - **Culture Change**
 - **Routes into Industry**
 - **Competence**
 - **Skills for a modern industry**



Background

- **Construction Leadership Council established in 2013**
- **Published first ever Skills Plan for construction in 2021**
- **Updated annually, with 2023-24 plan unveiled in April**



Delivering success



Meeting Local Skills Demand

- **Supported development of Local Skills Improvement Plans in England**
- **Worked with pilots**
- **Construction included as priority sector in 6 of 8 LSIP pilots**

Delivering success

Increasing Apprenticeship Starts

- **Apprenticeship brokerage launched**
- **CITB new entrant team recruited to support SMEs**
- **Apprenticeship starts rose by 8,000 to 32,800**



Delivering success



Improving Industry Culture

- **Aiming to promote a fairer, more inclusive industry**
- **2000 employees across 800 companies trained**
- **Workshops, seminars, monitoring and ambassadors**

Delivering success

Raising Competence

- **Competence Steering Group established**
- **Six pilot competence frameworks**
- **Benchmarking report published**



Strategy for 2023-24

Priority 1 Culture

Changing the working culture and improving access to all by making construction and built environment an inclusive and attractive industry to join.

Priority 2 Routes into Industry

Boosting routes into industry by improving apprenticeship starts and enhancing training pathways to support continuation, completion and progression.

Priority 3 Competence

Improving competence by developing frameworks that provide clarity and consistency and link into accreditation systems across industry.

Priority 4 Future Skills

Developing skills for a modernised industry by creating route maps for future construction and built environment jobs and skills.

Culture Change

Objective	Target for Industry
Promote the benefits of developing a more inclusive workforce in construction and the built environment	Fairness Inclusion and Respect training for 3,000 employers by 2025
Increase careers engagement with schools	600 Construction Ambassador engagements with young people by 2024
Improve diversity of the construction and built environment industry workforce	Identify a leadership vehicle to develop a construction and built environment diversity plan by 2023
Increase industry awareness and uptake of Talentview Construction and Construction Talent Retention Scheme	20% increase in employer engagement by 2024
Give more people the opportunity to do work experience in construction and built environment	28,000+ taster sessions by 2025
Increase direct employment in construction and built environment	5% increase in direct employment by 2025
Support standard Equality, Diversity & Inclusion data roll out	Reach 1,000,000 responses to whole industry EDI survey by 2025

Routes into Industry

Objective	Target for Industry
Further Education	
Increase uptake and progression of construction & built environment T-Levels	225 onsite construction T-Level learners progressing into employment in 2024
Increase progression from Further Education into construction and the built environment apprenticeships	200 learners through new FE to Apprenticeship route by 2024
Increase employer awareness of construction bootcamps	10% increase in employer awareness
Increase Lifetime Skills Guarantee starts in construction	2,000 starts in 2023/24
Improve FE training delivery capacity and capability	FE vacancy rate reduced by 5% by 2025
Higher Education	
Support the review of the QAA Subject Benchmark Statement for Land, Construction, Real Estate & Surveying	Publication of the Subject Benchmark Statement in 2024
Increase successful degree apprenticeship completions	Publish report on enabling successful technical and professional apprenticeships in 2023

Routes into Industry

Objective	Target for Industry
Apprenticeships	
Increase apprenticeship starts in construction & built environment standards	5% increase in apprenticeship starts in 2024/25
Increase apprenticeship achievement rates in construction & built environment standards	66% of apprentices achieving by 2025/26
Increase number of employers using the Apprenticeship Levy Pledge (to support completed transfers)	50 employer pledges by 2025
Expand the new entrant apprenticeship brokerage service across the wider construction and built environment industry	2,000 starts in 2023/24
Support the implementation of the IfATE Construction & Built Environment route review	Development and revision of 60+ occupational standards by 2025

Competence

Objective	Target for Industry
Roll out free online Fire Safety in Buildings awareness training	100,000 operatives training in Fire Safety by 2025
Identify ten new installer disciplines for the next phase of competence framework development work	10 installer competence frameworks identified in 2023
Publish findings, recommendations and resources from first six 'pilot' disciplines	Report on initial pilot competence frameworks published in 2023
Set up new super-sectoral structures to deliver and maintain installer competence frameworks at scale	Launch new super-sector competence framework approach, establish group leads and develop programme of activity in 2023
Complete sector-specific competence frameworks for second wave installer disciplines and confirm list for third wave	10 installer competence frameworks completed in 2024

Skills for a modernised industry

Action	Target for Industry
Deliver credible evidence base research for net zero skills	Skills for net zero evidence base published in 2023
Develop future skills route map for net zero	Skills for net zero route map published in 2024
Increase awareness of net zero construction and the built environment career opportunities	10% increase in employers planning net zero training by 2025
Develop future skills route map for digitalisation and smart construction	Digitalisation and smart construction route map published in 2025
Define professional career pathways for net zero, digitalisation, smart construction and RMI	500 learners through future skills career pathways by 2025
Ensure Local Skills Improvement Plans address the future needs of the construction and built environment industry	10 construction focused Local Skills Improvement Plans by 2024



Construction
Leadership
Council

CLC Skills Plan update 2023-34



Questions

 Department for
Business, Energy
& Industrial Strategy

 Department for
Business, Energy
& Industrial Strategy



Panel Discussion **PSRO Technical Review Group**

Aaron Davies – NFDC

Kevin Fairholm – CPA

Jamie Currie - SPOA

Peter Brown – PSRO Secretariat

Nick Gooderson – PSRO Secretariat



Keeping the Construction Sector informed about Plant- based Skills and Carding

Thank you for attending

*The recording of this webinar and slides used
will be downloadable from www.psro.org.uk*