

TRAINING GROUP SUPPORT GRANT – HCTG SUBMISSION

Date – 19th Feb 2018

We are the Highland Construction Training Group (HCTG) and at present have an average number of 100 members spread over a geographical area of over 32,000 sq km. This covers an area from Skye in the west, Moray in the east, Lochaber in the south and Ross-shire in the north.

In conjunction with construction employers and federations the Construction Industry Training Board (CITB) have identified key skills and training needs for the industry over the next few years. These have been developed into Industry Strategic Priorities for Skills and Training. HCTG have developed their training plan in parallel with these priorities and are encouraging our local employers to do the same. The main focus of HCTG is reducing skill gaps and shortages by retraining / upskilling and recruiting new workers into the industry etc.

We have identified via CITB research and completing our own surveys that both Scaffold and Construction member companies, within our local area, are finding it near impossible to book training courses for their scaffold apprentices and scaffolders within Scotland. These companies are now having to send their employees to England to complete the required training. If a scaffolder is to progress within their profession they have to travel to either Birmingham or Bircham Newton to complete an Advance Scaffold course.

HCTG have a working relationship with Developing Young Workforce (DYW) and are currently in talks to attend all open days etc. We are hoping to secure funding to enable HCTG to hire a Plant Simulator – the pull this item of equipment would have on a careers day will be phenomenal bringing a target audience direct to the industry. Encouraging new entrants.

HCTG work in-conjunction with NHS (Highland) to promote Mental Health and Suicide Awareness; this has been found to be very topical within our local area. HCTG have also promoted training courses in Drug & Alcohol Awareness.

Our grant submission, on the following pages, details each funding request and demonstrates that these are aligned with CITB's strategic priorities and industry outcomes.



Ian Phillips
HCTG Chairman

Funding Request	Funding Methodology	Achieving Criteria / Industry Outcomes
<p>1. Scaffold Apprentice Course</p> <p>Funding Request: £10k</p>	<p><u>Statement of Need:</u> There has been and continues to be a geographical challenge for Scaffolding organisations completing part 1 and part 2 courses locally. Whilst these are available in Glasgow and Aberdeen the courses are oversubscribed which results in companies having to make a significant investment to complete this course in Birmingham. This is a financial burden for all the Scaffolding organisations within the group and will have a significant impact on the future availability of trained scaffolders.</p> <p><u>Funding Request:</u> The group is seeking £10k to provide financial assistance to scaffolding employers so that support with travel and accommodation costs can be provided for 25 apprentices. The assistance would take the form of a £400 grant. Costs are currently approximately £2,300 per head.</p> <p><u>Award of Grant</u> Advertise on the HCTG website and seek applications for support with a deadline for submission. Requests for support will be discussed and assessed at the board meeting.</p>	<p>The funding request has been promoted following feedback from local Scaffolding organisations where the issue of availability of Part 1 and Part 2 courses has been highlighted for several years.</p> <p>The funding would allow the timely upskilling of scaffolding staff and encourage them to stay within the industry.</p> <p>The funding would provide support to levy registered employers and their sub-contract work force.</p> <p>One of the biggest issues in the industry is reducing the risks associated with working at height. The funding would be prioritising investment to support the industry priority of working safely.</p>
<p>2. Advanced Scaffolding</p> <p>Funding Request: £3k</p>	<p><u>Statement of Need:</u> There is a vast shortage of availability of Advanced courses within our area and as a result travel away for a two-day final assessment is required after the Advanced Course has been completed. Staff members having to travel to either Bircham Newton or Birmingham to carry out Advanced Scaffold courses.</p>	<p>The funding request has been promoted following feedback from local Scaffolding organisations where the issue of availability of Advanced courses has been highlighted for several years.</p>

Funding Request	Funding Methodology	Achieving Criteria / Industry Outcomes
	<p>The assessment is supposed to be completed after 6 months of elapsed time post completion of the Advanced course but it is practically impossible to find availability when the assessment is due. The Advanced Card is not issued until the assessment is completed and therefore our member organisations can wait 1-2 years before the Advanced Scaffolder is fully authorised.</p> <p><u>Funding Request:</u> We are seeking assistance with travel and overnight accommodation in order for Scaffolders to complete the vital 2 day assessment. If we could assist our members in this way they would not be financially burdened by our unique geographic situation. The £3k would be used on a case by case assessment made by the board of HCTG.</p> <p><u>Award of Grant</u> Advertise on the HCTG website and seek applications for support with a deadline for submission. Requests for support will be discussed and assessed at the board meeting. Each case would be taken on merit.</p>	<p>Upskill staff – encourage them to stay within the industry.</p> <p>The funding will encourage training specifically related to the Construction Industry and is aligned to the CITB scope order.</p> <p>Securing this funding will allow the support of industry priorities to reduce skills gaps, reducing skills shortages and increasing access to the right training.</p>
<p>3. Plant Simulator</p> <p>Funding Request: £5k</p>	<p><u>Statement of Need:</u> The funding request is to support the industry priority of encouraging new entrants into construction industry to assist in reducing skills shortages and increasing the appeal of working in construction.</p> <p><u>Funding Request:</u> The group is seeking £5k which will allow HCTG to hire the simulator on 3 separate occasions to promote our industry to</p>	<p>There is currently a shortage of young people entering the construction industry in the Highlands.</p> <p>This will allow HCTG to promote the appeal of working in the construction industry. It is hoped that this will then assist in reducing skills gaps in the medium term.</p>

Funding Request	Funding Methodology	Achieving Criteria / Industry Outcomes
	<p>those still at school. Due to the geographical area we propose to hold one event in Inverness, one on the west coast and the final one in the north of the region.</p> <p><u>Award of Grant</u> HCTG can attend Careers Events and Apprenticeship Week to promote construction as a positive career, the use of a training simulator would stimulate interest amongst the younger element. The £5k request is based on a quotation and includes for all travel and setup costs.</p>	<p>This activity will promote the needs of smaller registered companies as it's an effective way of engaging with young people.</p>
<p>4. Mental Health Awareness</p> <p>Funding Request: £1k</p>	<p><u>Statement of Need:</u> Mental Health touches on all industries; the construction industry has an average of 80% male employees many of whom prefer to say nothing and keep their feelings and concerns to themselves.</p> <p><u>Funding Request:</u> The group is seeking £1k to complete mental health awareness training for local construction industry companies.</p> <p><u>Award of Grant</u> HCTG will run 2 courses to promote Mental Health with our industry and the funding request is based on quotations received.</p>	<p>This subject has a very closed door approach and the training would increase value to any workforce including many of our SME organisations.</p> <p>This activity/training is going beyond mandatory or regular training – statistics say that suicide within the construction industry is on the increase and is only second to the farming industry.</p> <p>This funding request supports the emerging industry priority of mental health and adds value by going beyond mandatory and regulatory training.</p>
<p>5. Behavioural Safety Event</p> <p>Funding Request: £6k</p>	<p><u>Statement of Need:</u> HCTG have run a Behavioural Safety Event (BSE) in the past and have had excellent feedback. Employers have said this is a brilliant way to get employees to think of the knock-</p>	<p>This activity delivers better value for money by HCTG purchasing. A BSE is a fantastic way of engaging with all workforces from your general labourer to senior management.</p>

Funding Request	Funding Methodology	Achieving Criteria / Industry Outcomes
	<p>on effect of any accident or fatality as it's not only the injured party that an accident/fatality effects. HCTG can have an audience up to 50 attending.</p> <p><u>Funding Request:</u> The group is seeking £6k to allow another BSE event to be run. The course is run in conjunction with our local HSE Inspector and companies and can be developed to focus on a specific area of concern.</p> <p><u>Award of Grant</u> HCTG would look to run this event towards the end of the year. Our aim would be to encourage all members to attend. The funding is based on the cost of a previous course.</p>	<p>These training courses/events would be aimed at small micro company/member as they do not have the finances to invest in this type of event.</p> <p>The funding would also provide added value by going beyond mandatory or regulatory training.</p>
<p>6. Drug and Alcohol Awareness</p> <p>Funding Request: £2.5k</p>	<p><u>Statement of Need:</u> There is a greater number of both smaller and larger members carrying out drug and alcohol testing at the work place. This course brings greater understanding to all levels of staff.</p> <p><u>Funding Request:</u> The group is seeking £2.5k which is based on a quotation for individual training courses. This funding would allow HCTG to run another 4 courses (2 per day) to promote the understanding of usage/effects and recovery times.</p> <p><u>Award of Grant</u> To promote the awareness of Drug & Alcohol to our members. This course would be advertised via our website and booked on a first come first served basis.</p>	<p>These training courses are going beyond the mandatory and regular training courses. It will encourage testing which in turn will provide all construction workers with a safer workplace. This training will help employers be more productive and competitive.</p> <p>The funding would support the needs of smaller registered companies.</p>

Funding Request	Funding Methodology	Achieving Criteria / Industry Outcomes
<p>7. Driving in the Highlands</p> <p>Funding Request: £7k</p>	<p><u>Statement of Need:</u> The geographical area covered by HCTG registered construction companies is significant. In the Highlands of Scotland during the winter months we have 6 hours of daylight. The industry habitually works from 07:30 till 18:30, thus giving several hours of darkness/poor driving conditions.</p> <p>The funding requested is to allow the development of a specific training course related to driving in the Highlands. This would focus on Safe and Efficient Driving (SAFED) and include specific hazards, road types, weather, wildlife and fuel consumption.</p> <p>HCTG have completed some background investigation into existing courses and have identified that these are all theory based. HCTG believe that including a practical element would greatly improve the success of a safe driving course.</p> <p>In addition to the theory the course would also include a practical element by utilising a skid simulator. The skills learned from use of a skid simulator would hugely benefit the industry particularly the younger element.</p> <p><u>Funding Request:</u> HCTG are seeking £7k to develop and promote this course. The target audience would initially be all registered Apprentices with CITB who would attend at no cost to their employers.</p> <p><u>Award of Grant</u> To promote safer driving and save lives.</p>	<p>Developing this course would go beyond mandatory or regular training.</p> <p>This activity would benefit the smaller/micro company who would not be able to fund this type of training.</p> <p>This submission would support new training for our local area to meet our local geographic hazards.</p>

Funding Request	Funding Methodology	Achieving Criteria / Industry Outcomes
<p>8. Geographical support funding</p> <p>Funding Request: £5k</p> <p>(Based on 1hr travelling each way @£30 per hour with only the first hour each way subsidised)</p>	<p><u>Statement of Need</u> The cost to the employer, in travel time, of their employees attending training courses is preventing SME member companies from outlying areas taking up the training opportunities. Subsidising the costs of the first hour of travel time would encourage the uptake of training.</p> <p><u>Funding Request</u> HCTG are seeking £5k to subsidise the travel costs to member companies sending employees for training where they travel more than one hour from their place of work to the place of training which is within the HCTG area.</p> <p><u>Award of Grant</u> Encouraging training from members in outlying areas where it is un-economic to run the courses due to lack of interested parties. This would encourage the smaller member companies to take up the training opportunities.</p>	<p>To provide training and qualifications to members in remote areas covered by HCTG.</p> <p>The funding will remove the financial burden of excessive travel time experienced by some member companies.</p> <p>Providing this support will assist in reducing the skills gap in the knowledge and competence of the existing work force and increase access to the right training for remotely based organisations.</p>