



SKILL OLYMPICS SPECIAL
ISSUE

UPDATE

Training News For Builders

28 AUGUST 1989

GOING FOR GOLD

The National Exhibition Centre will this week be the focus of the industrialised world, outside Eastern European countries.

Teams from all parts of the world have homed in on Birmingham in the quest for the highly prized gold medals which will put them top of the world in their craft or technology.

Competitors have travelled from twenty one nations as diverse and as distant as Australia, Taiwan, Liechtenstein and Papua New Guinea to take part in 35 skill competitions.

The UK team pictured at a recent Press Conference are hoping to repeat the achievements of the team in the 29th Skill Olympics, in Sydney, which returned with 10 medals, two of them gold, and a clutch of diplomas of merit.

Construction skills have been the main stay of the United Kingdom's medal winning performance. In three of the four competitions since 1981 construction competitors netted four gold, five silver and five bronze.



The 1989 Skill UK Team



INDUSTRIAL SPONSORS

The International Youth Skills Olympics depends upon sponsorship for its existence, this year organisers of the 30th Skill Olympics set a target of £4.25 million in cash and kind. Builders Training Association was the first of the industry sponsors and together with Ibstock Building Products are joint sponsors of the Brickwork competition.

BTA, which has been providing craft skill training in building for over 15 years are hoping that this years Brickwork Competition will show what high standards of workmanship can be achieved by the young people working within the building industry worldwide.



The Managing director, Ken Goodyear, speaking when the sponsorship contracts were signed said "BTA is pleased to be able to support this competition in such a positive way, the promotion of excellence in craft training which is at the heart of the Skill Olympics movement is very much the philosophy of BTA".

Peter Whalley, Chief Executive of Skill UK (right) with Ken Goodyear and Derrick Philips

STEPHEN BAYLES BRICKWORK COMPETITOR

A former CITB YTS trainee is this week representing the United Kingdom in the International Youth Skills Olympics, Brickwork Competition.

Twenty year old Stephen Bayles from Earlstonham in Suffolk began his career as bricklayer with a one year CITB YTS Course. Suffolk College provided his basic and advanced craft training and local builders, AF Knight, the experience he needed to become the best in the UK.

Stephen who swaps his trowel for a pool cue when he finishes work admits to being apprehensive about the task before him, but has had the full support of both his family and Suffolk College in his preparations.

BTA

COMMENT

Albert Williams, General Secretary of UCATT, speaks freely on Construction Training

This week people from all over the world will be coming to the NEC at Birmingham either as contestants in or visitors to the International Youth Skill Olympics. On view will be the work of the very best young craftsmen and women in the world. Throughout the week talk will be of how essential the right training policy is. Employers and employers organisations will make earnest noises about their commitment to training, and we will hear much about the demographic time bomb and the need to widen the recruitment net. Sadly, despite much talk, in the past we have seen precious few results in terms of better training provision.

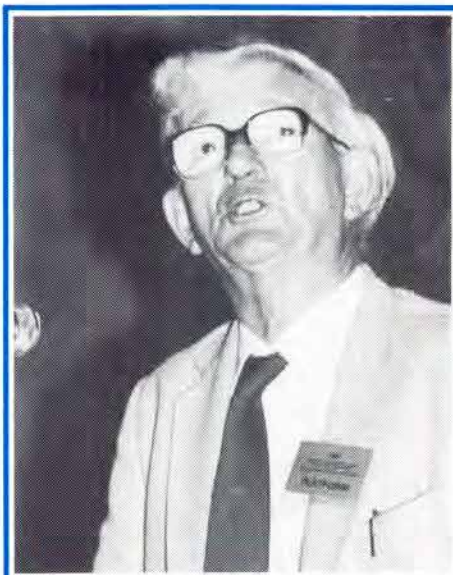
Some of the blame for this inertia must lie with the Government, by repeatedly delaying the announcement on the future of the CITB, they created confusion, however some blame must be taken by the employers. Despite enormous profits, they are still reluctant to look beyond their balance sheets. The situation can only improve when employers can see that training is as an investment.

At UCATT we see the need to adopt a Training Policy which targets groups such as women and adults who have been traditionally ignored. The necessity to improve pay and conditions to attract talented young people is obvious. The industry must also develop standardised system, with an emphasis on craft skills. CITB should be allowed, to establish a skills register and, employers and sub contractors should be encouraged to form group training compacts.

The retention of CITB and its levy together with the willingness of employers to invest in training, may enable us to look back on the Skill Olympics as the beginning of a renaissance in construction training. If this does not take place, then the skill crisis will worsen and 1992 will seem an increasingly ominous date.

Lets hope the industry makes the right choice.

A Williams
UCATT General Secretary



Breaking With Tradition

Traditionally the building industry has relied very heavily on training young people through its apprentice training scheme to provide its skilled labour force. However this route will soon not provide sufficient young people to meet this need.

The demographic changes which have been talked about for so long are now beginning to bite, as the number of school leavers is declining rapidly from its peak of 3.7 million in 1983 to 2.6 million by 1993.

The options available to the industry are limited, try to compete for the shrinking number of school leavers, retrain unemployed adults or target the fastest growing section of the labour force, women returners. Employment experts predict that 900,000 new workers will enter the labour force between now and 1995 and that 63 per cent of these will be women.

The recruitment of women into the traditionally male oriented world of building will have to be made a priority if the industry is to survive in the face of the fierce competition for labour, that the 1990's will bring.



Demographic Changes & Europe

Much interest is being expressed about the possibilities of the influx of skilled labour from Europe after 1992. The demographic changes however point to a flow in the opposite direction giving more concern for a long term shortage of skilled workers in the U.K.

Examination of the demographic projections reveals that the U.K. has one of the most stable population structures. The table shows the projected drop in the key 15 - 24 age group indicating the nature of the problem:

Change from 1990 (000's)

	1995	2000	2010	2020
United Kingdom	-935	-1,269	-2,301	-2,997
West Germany	-930	-2,221	-5,905	-9,541
France	-567	-1,082	-2,304	-3,676
Italy	-298	-1,110	-3,793	-7,093
Spain	+595	+524	-489	N.A.

Source:- Building Employers Confederation

NATIONAL COUNCIL FOR VOCATIONAL QUALIFICATIONS AND THE BUILDER

HEATHER ADLAM, NOW A TRAINING CONSULTANT, WAS FOR MANY YEARS CONCERNED WITH CONSTRUCTION AT CITY & GUILDS, GIVES THE UP TO DATE POSITION AT NCVQ

Since NCVQ's establishment, all industries have been looking at their arrangements for vocational qualifications. With the Youth Training Scheme (YTS) now well established and the recent introduction of the Employment Training Programme (ET), industries' attention has been drawn to the question of how individual's abilities should be assessed and recorded.

Reactions have been varied and different industries have laid more or less emphasis on the need for formal qualifications by examination.

NCVQ want a vocational qualification to be a statement of competence that is relevant to employment. It should be split into "units" which are meaningful to employers and then further sub-divided into "elements" which deal with the "nitty-gritty" of the job having "performance criteria" (standards) attached to them.

The Construction Industry has the need to employ people with a variety of vocational qualifications, bricklayers, carpenter and joiners, recently building operatives etc. Until recently City & Guilds examinations have mainly been used to establish the standard of the craftsman at various levels.

BTEC has offered a number of qualifications (certificates and diplomas), relevant to the industry, for those more associated with construction planning and designing activities.

The industry has also encouraged the availability of building degree courses as well as using existing higher education programmes.

In the reform of job-related qualifications, the Training Agency, MSC, having declared that the new system must be "industry-led", had to establish lead bodies. CITB are the lead industry body for the Construction Industry.



In order to establish the seal of approval of the National Council it must be seen that qualifications

-do not depend on the way the education/training has been acquired.

-do not use age as a factor (apart from legal requirements).

-do not depend on time serving.

The qualifications must be about being able to perform whole work roles, to standards expected in employment, in real working environments.

NCVQ has asked that all qualifications be classified into levels. It is uncertain how many levels there will be, but it must be remembered that all job related qualifications will be included. At present four levels have been clearly defined and industries have been submitting proposals to NCVQ specifying the levels at which they perceive their qualifications to be.

It has only been quite recently that NCVQ has given conditional accreditation to schemes submitted by CITB. These schemes are as follows:

Level 2

Competence in a broader and more demanding range of work activities involving greater individual responsibility and working on your own than level 1.

Occupation -

Fencing
Ceiling Fixing

Level 3

Competence in skilled areas that involve performance of a broad range of work activities, including many that are complex and non-routine. In some areas, supervisory competence may be acquired at this level.

Occupation -

Carpentry and Joinery
Bricklaying
Painting and Decorating
Plastering
Shopfitting
Wood Machining
Glazing
Roofing Slating and Tiling

Mastic Asphalt
Floor Laying
Built Up Felt Roofing
Roof Sheeting & Cladding
Cladding
Wall and Floor Tiling

The National Council for Vocational Qualifications was set up in 1986 after an extensive review of existing arrangements by a Committee chaired by Oscar de Ville. NCVQ was charged with reforming the system of vocational qualifications and to make them more understandable to employers. The main aim was to make job related qualifications truly recognised by industry and about the job people do in real life.

It will take some years before all qualifications conform to NCVQ criteria but discussions with the industries' professional bodies are in progress. Our industry should welcome a system which so clearly directs itself to one of practicality. The emphasis on standard setting can only enhance the status of the industry and help to improve the capability and motivation of its workforce.



ET IS A WINNER

Employment Training was declared a winner by the first trainees nationally to achieve their City & Guilds craft certificates.

The trainees who received their certificates at a presentation held recently in the home of Liverpool Football Club, Anfield, were amongst the first people to join the scheme at BTA's Kirkby Training Centre last September.

The course which all the trainees followed was in accordance with the approved scheme for the building industry which was developed by a UCATT initiative



and adopted by CITB and the employers as the building industry's refinement of the Governments ET scheme. Training is provided for unskilled adults, both male and female to craft level and follows a pattern of directed or "off-the-job" training and practical "on-site" work experience.

"Off-the-job" training is to the New Training Initiative (NTI) syllabus and leads to completion of the three components of the City & Guild Ordinary Craft Certificate. Allowances paid to the trainees during this "off-the-job" training are £10 above their normal unemployment benefits.

Once placed with a company for practical training and work experience, employers are expected to pay a minimum wage of £108.61 and to encourage the trainee to take the CITB Skill Test after the appropriate experience. Once trainees have completed all their training successfully they are eligible for bonus payments of up to £250 which is funded by BTA in conjunction with the Training Agency and CITB.

Already the trainees who started their courses in September 1988, with no knowledge of the industry and little skills are integrated in the industry and producing work to a standard that any craftsmen would be proud of, for them ET certainly is a winner.

LIFELONG AMBITION FULFILLED

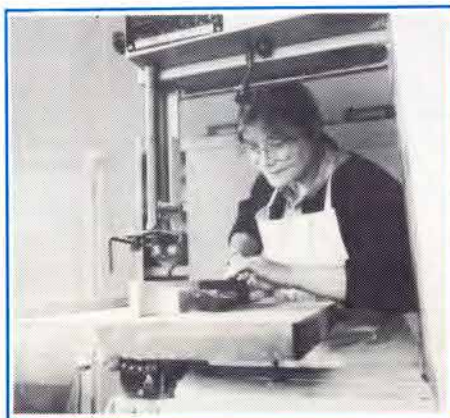
A lifelong ambition has been realised by Gail Hazelton as she began her career as a carpenter with one of London's leading hotels.

A former house mistress with a Surrey school, she trained at BTA's Camden Centre under the employment Training initiative. Gail's 24 week course has now given her the knowledge and skills that she needs in this demanding job.

Gail is eager to prove herself and said "I've always wanted to be a carpenter but had to curb my ambitions until my children left school. Now I can't wait to get started".

The Park Lane Hotel, Piccadilly, where Gail is working are quick to appreciate the benefits that can be gained by employing women within their maintenance department. Gail becomes the third female member of that department.

The lead which the Park Lane has taken may soon be followed by other London Hotels as they begin to appreciate that the feminine touch can work for them.



Gail Undergoing Training

AWARDS FOR EXCELLENCE



David Jones

The remarkable achievements of six BTA trainees have been recognised with a specially commissioned award.

The six who received their craft training under the CITB Adult Scheme, at BTA's Stratford Centre, achieved distinctions in all three components of the City & Guilds Ordinary Craft Certificate.

The awards have been commissioned as a lasting tribute to the work of David Jones, the late BTA Chairman, and will be presented annually as a mark of excellence and achievement in City & Guilds examinations.

In 1975 David Jones was, inter alia, the owner of Sevenoaks Brickworks and an active member of the Brick Development Association, being then the Vice Chairman. He believed that the Brick Industry should in its own interest be involved in the training of bricklayers.

He guided the initiative through BDA that led to BTA being formed under the Managing Directorship of Ken Goodyear. Under David Jones Chairmanship the company soon won recognition as one of the building industry's leading training organisations.

UPDATE

is produced by the Research and Development Department of Builders Training Association Ltd.

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