

Construction Skills Scrutiny Review –Final Report

Summary

1. This report presents the findings and recommendations of the Construction Skills Scrutiny Review Task Group.

Background to the review

2. At a meeting of the Economic and City Development Overview and Scrutiny Committee in July 2013 the Committee considered a briefing paper on a proposed scrutiny review of construction skills in York
3. The briefing paper provided information on the Construction Industry Training Board's (CITB) latest labour market forecast which predicted the industry will show some signs of recovery from 2015/16 with increased demand for roles in wood trades, bricklaying, flooring and tiling, and plant operatives.
4. However, it confirmed that York and North Yorkshire has a large amount of SMEs (small and medium enterprises employing fewer than 250 workers), which obviously preclude mass recruitment drives. In York there are 611 construction related companies, 99.7% are SMEs, with 85% of these (521) employing fewer than 10 people. In addition, the recruitment and selection of staff in the sector has to be flexible, able to expand and contract according to demand. Many companies take on external contractors - small businesses and self employed tradespeople to fulfil their requirements.
5. A June 2013 Construction Industry Training Board report highlights that 18% of construction workers in Yorkshire & the Humber are aged 55 and over, with a further 26% aged between 45 and 54. This suggests a continued risk of a skills shortage in construction if today's young people shun construction in favour of other industries. Nationwide, CITB's

Construction Skills Network (CSN) forecast that more than 29,000 new construction workers will be required each year over the next four years in order to meet the industry's demand.

6. Having recognised the national and, particularly, northern England shortage of skilled builders the Committee agreed that any review should focus on what the Council and its partners could do to address that skills gap and prepare for future growth.
7. However, the Committee also received information on the significant number of York residents that would need pre-employment / pre-apprenticeship training in employability and functional skills linked to the construction sector, before they would be able to benefit from more substantial training and work based learning opportunities.
8. The Chair suggested that the review should look at how City of York Council and its partners could work together to ensure that local York people were able to support the city's ambition for housing and construction growth that is predicted to require over 4,000 building jobs within the next two years.
9. The Committee decided to proceed with the review and appointed a Task Group comprising Cllrs Watts, D'Agorne and McIlveen to carry out the work on their behalf.
10. The Task Group held an initial meeting in August 2013 to discuss their ideas on what the review should cover, and in September 2013 they met again to consider:
 - A draft remit and timetable for their review as shown at Annex A.
 - Details on the existing training provision and funding landscape based on information from the Skills Funding Agency (SFA) – see Annex B.
11. As a result the Task Group agreed the following review aims and objectives:

Aim

To investigate ways of increasing the supply of local people with building and construction skills.

Objectives

- i. Identify what skills gaps and shortages there are in York and will be in the future, against planned development in the city over the next five years and beyond
- ii. Examine the opportunities for local people, including NEETs, 16-24 year olds and those looking to retrain, to enter the construction industry to enable the industry to take advantage of new and emerging projects
- iii. Identify what strategy and funding is in place by building companies and training organisations to develop a suitably qualified workforce to meet projected demands including retention and recruitment strategies, and identify best practice.

Consultation

12. As part of the review the Task Group met with apprentices at York College and attended meetings of the Property Forum of York's Chamber of Commerce and YorCity Construction Steering Group, which provided the opportunity to talk with representatives of construction firms, training providers, training agencies and the Armed Forces.

Information Gathered

13. Regional Initiatives
At a Skills Officer Meeting in November 2012 officers discussed the complexity of Section 106 agreements (made under Section 106 of the Town and Country Planning Act 1990 to enable development proposals to meet the needs of the community by securing contributions towards community infrastructure) and how the focus of a 106 agreement leans towards what employers can receive.
14. At the meeting Local Authority representatives agreed that Section 106 agreements were not the main avenue for promoting locally targeted Employment & Skills issues and that voluntary agreements achieved more. All provided information on the alternative methods they were putting in place to achieve this:
15. Wakefield: The LA felt the Section 106 process did not maximise opportunities and as a result a new strategy was put in place to encourage employment and skills linkages with all new actions taken

through a procurement skills strategy. This new framework ensured everything procured by the LA was passed on via the planning team. A Job Centre Plus (JCP) secondee was working with Wakefield LA concentrating on working with planners, regeneration, other departments and the private city centre development team looking to join up economic development within LA departments.

16. Bradford: The authority was working closely with JCP to capture community benefits. Officers in planning and procurement were working to develop a framework (similar to 106) and were looking to develop a 'Bradford Offer' - a single gateway for developers and businesses via the Employment and Skills Partnership.
17. Barnsley: In regard to new developments, those bidding for building contracts have to include opportunities for local jobs and skills. Cabinet and colleges agreed to fund a Business Development Manager to work within the supply chain. In addition they look to increase competitive levels for supply chains by working with contractors to increase skills and staff training levels, including up to date certificates. They also provided information on how to apply for funding etc.
18. Kirklees: The LA was seeking to create a joined up offer for inward investment. All service delivery teams have to articulate how they will build employment and skills into their plan. They were also starting to look to voluntary agreements to simplify the offer to employers by bringing all different teams together. A property pilot (renovating empty properties) was also being developed.
19. Calderdale: All 106 funding goes into the regeneration budget and the Employment and Skills team look at how to use this, e.g. work experience grants, apprenticeship grants. A youth employment worker was being recruited to work with JCP to develop youth employment opportunities. Resources were in place to look to developing apprenticeship planning. Due to the internal restructuring all teams must now be focused and interconnected.
20. Selby: Funding via North Yorkshire. An amount of Homes and Communities Agency funding looked to develop an empty homes scheme. They were also developing working relationships with partners to smooth the way for large investments.

21. In York, protocols are in place via the YorCity Construction Skills Model between CYC – Skills and Planning Departments, Higher York¹, North Yorkshire Business and Education Partnership and JCP to secure locally targeted recruitment and training opportunities through developers and sub-contractors supporting major capital development sites across the city. Through the model the city is looking to develop a more joined up offer for inward investors and investigating how it can influence procurement to increase take-up of apprenticeships and other locally targeted recruitment and training opportunities.
22. YorCity Construction
In 2001 a number of key York organisations came together to form Higher York. The partnership has since developed YorCity Construction, a targeted training and recruitment model to encourage broader local community engagement during the development stage of major sites in the city, with the aim of:
- Increasing choice and improving opportunities for people to access Higher Education and training;
 - Helping local businesses to develop their skill base through Higher Education and training and making links between employers, staff, students and graduates;
 - Sharing best practice, resources, knowledge and expertise in order to maximise effectiveness and impact on skills for the local economy.
23. Higher York also helped develop a training and development facility at the University of York's Heslington East site for education, training and community engagement activity.
24. In 2010 the facility at Heslington East was awarded National Skills Academy status by the CITB-Construction Skills, and the Higher York Team started to seek ways to roll out the model across the city.
25. Under the model each site developer and main contractor is initially approached to discuss what kind of activities they would be prepared to be involved in. Activities can include:

¹ A partnership of Askham Bryant College, City of York Council, the University of York, York College and York St John University with one associate member – Craven College.

- Working with local Job Centres and recruitment agencies to source local labour;
- Working with local providers on pre-employment training programmes to support and encourage local residents, in particular those who are unemployed, to access job opportunities;
- Taking on apprentices from local colleges and training providers;
- Offering internships or work placements to undergraduate or postgraduate students;
- Offering work experience to school and college students;
- Getting involved in employer events focused on school and college students;
- Providing support for professional development of teachers and tutors;
- Providing site visits for the local community, schools, universities, and colleges;
- Working with local colleges and universities to up-skill site staff or potential employees;
- Ensuring that local businesses are aware of the work packages available on site;
- Working with the supply chain to get them involved in the types of activities mentioned above.

26. This approach provides developers, contractors and suppliers with an opportunity to influence, contribute to and access recruitment and training of a future and current workforce, which in turn raises a positive profile for the developer not only with local residents but also with other businesses and stakeholders in the local area. In addition, the local community benefits from access to training and potentially jobs, as well as a better understanding of the development in its own right, and the benefits it can bring to their community and the city in the long term.

27. Since then North Yorkshire Business and Education Partnership (NYBEP) has been coordinating activities on behalf of the University with

companies on the Heslington East site. The project is long term and has and will continue to involve a large number of companies. To date companies such as BAM, Shepherds, GMI, McAlpine and their supply chains have all been involved in the academy.

28. As the local planning authority and a procurer of services, City of York Council takes a lead in promoting the model through its processes and practices. An example of this would be working with housing services and housing associations to look at employment for ex-offenders.
29. All planning applications of above an agreed size/value are flagged as being potential projects within the model. The 'client' (e.g. developer) is made aware of the model and those who can support. Examples of this include:
 - The new City Council headquarters - Miller Construction (the main contractor) and S Harrison (the developer) were both committed from the outset to work with local schools, colleges and the local economy, and supported local businesses with opportunities to tender for work and individuals with employment.
 - The Joseph Rowntree Trust eco-housing project in Derwenthorpe - David Wilson Homes has been involved in targeted training and recruitment activities including actively seeking local people to work on site. JRT had already put requirements on the developer to engage with local people and communities while David Wilson Homes had the support of CITB-Construction Skills. The City of York Council team responsible for developing the Community Stadium project also embraced the concept of the model.
30. In order to maintain its links with the construction industry, YorCity Construction held a free event in May 2013 to inform companies how they could get involved in working with schools, colleges, universities and community projects in and around York.
31. The agenda allowed for an overview of the YorCity Construction model including achievements, business benefits and case studies and there were round table discussions on the benefits and how the model can be improved. Feedback from employers included:
 - Widespread acknowledgement of a joint apprentice scheme offered by YorHub. While the scheme was welcomed it was felt the 16-19 age range was a little restrictive considering 19+ young people

tended to be more work ready and flexible. However, there was general agreement that the shared apprentice initiative was an excellent idea as it allowed apprentices to gain a wider learning experience across a broader spectrum of the sector and, secondly, a small business could struggle to take an apprentice on their own.

- Agreement by employers that City of York Council operated a balanced approach to tendering.
- A willingness to explore how more local contractors could win local contracts. They agreed there was a need for increased stability of local contracts, rather than national contracts, to make the taking on of apprentices more feasible for local employers.
- That recruiting apprentices at an early age often paid dividends in the future, but smaller employers (in the supply chain) often faced barriers as a result of larger employers not allowing under 18s to work on construction sites.

32. At their meeting in early November 2013 the Task Group learnt that a Steering Group was being established to support the next stage of development for the YorCity Construction model and examine how the model can be rolled out to benefit firms of every size. The Steering Group included the Council's Director of City and Environmental Services, the Assistant Director Development Services, Planning & Regeneration and the Head of Economic Development, employers and training providers and was to look at how they could better support the locally targeted training and recruitment needs of small to medium sized businesses, not just large developers

Analysis

33. Having considered the information from the Skills Funding Agency (SFA) on the existing training provision and funding landscape (shown at Annex B), the Task Group recognised there is a skills gap in York which has yet to be clearly identified, and noted that work was ongoing through engagement at local level to identify that gap.
34. It appears the YorCity Construction targeted training and recruitment model has had some success in securing opportunities for young people still in education and some apprenticeship roles, as identified in paragraph 25. However what is not clear is how successful it has been in securing job opportunities for local residents, NEETs, the up to 24 year

olds, those looking to retrain and the up-skilling of the existing workforce.

35. The feedback from employers attending the YorCity Construction event held in May 2013 suggests the need to examine what opportunities are available for the 19+ age group to enter the construction industry – see paragraph 31 above. However, members had previously been made aware that a significant number of potential construction industry recruits in York would need pre-employment / pre-apprenticeship training linked to the construction sector before they would be able to benefit from more substantial training and work based learning opportunities.
36. At a meeting in early November 2013 Task Group members recognised that the YorCity Construction model was working very well with large construction companies on large development sites but acknowledged there was a need to engage with smaller firms to investigate what barriers, if any, there are to taking part in the scheme.
37. In noting that each major site developer and main contractor is approached to discuss which elements of the targeted training and recruitment model they would be prepared to be involved in, it would be helpful to understand how many do not take up the model and why. It is hoped this would be addressed at meetings with employer groups detailed below.
38. While the recruitment and training of staff is recognised as being a key issue in the Review, there is a need to identify a strategy whereby companies that have a suitably qualified workforce can best retain their skilled employees.
39. At the November Task Group meeting Members welcomed the formation of the YorCity Construction Steering Group, recognising it will ensure a more cohesive approach for development of the model for medium and small firms. Members expressed an interest in attending the first Steering Group meeting, which was arranged for 8 January, 2014.

York Property Forum

40. In support of objective (i) of the review remit listed in paragraph 10, the Task Group agreed they would like to meet with the Property Forum of York's Chamber of Commerce to investigate how local firms and organisations within the supply chain currently source new staff and apprentices.

41. As a result Task Group Members attended a meeting of the Property Forum on 10 December 2013. The Director of City and Environmental Services told the meeting the Council's aim was to create 22,000 homes over the next 15 years in addition to other major developments within the city, such as the former Terry's factory, the former British Sugar Factory and the former Nestle site. The challenge for construction industry employers was to meet recruitment needs over the next 10-15 years.
42. The Task Group Chair told the meeting there were great opportunities in York with a projected construction boom and it was important young people and local York residents were involved in this boom.
43. A Forum member told Task Group Members that there was a major skills gap in York and the UK generally and they were struggling to recruit staff. His company had recruited 25 people in York over the past six months but were still having to take on people from outside the area. The problem was that as the industry downsized the supply chain became inhibited.
44. Another Forum member told the meeting he had three sons and a career in construction was never mentioned at school. The industry was now coming out of the doldrums. For the past four or five years it had not been able to take on apprentices but now it is starting to recover and can start recruiting apprentices again.
45. Following the meeting the Task Group Chair noted:
 - The perception that York's secondary schools have a low regard for the building and construction industry as a trades career path;
 - There is a long lead time for the procurement of basic materials – such as bricks – that could compromise efforts to expand the industry and its supporting training;
 - There may be difficulty getting the industry to adopt modern pre-build technologies – which could have knock-on effects to the training and planning processes for these technologies.
46. Another Task Group Member suggested schools could better market a career in construction, although it was accepted the reality over the past five or six years has been that the industry has shrunk to 25% of what it was in some areas which has meant a big drop in wages and poor job security. However, now was a good time to start as the opportunities are

sky high and these need to be stressed to young men and women.

YorCity Construction

47. On 8 January 2014 the Task Group Chair attended a YorCity Construction Steering Group meeting along with representatives of construction firms, training providers, agencies, the Armed Forces and CYC officers.
48. The purpose of the Steering Group is to:
 - Advise on how YorCity Construction can continue to develop a multi-agency, partnership approach in York to meet the skills and recruitment needs of the construction sector both now and for the future;
 - Advise on the skills needs of the sector;
 - Advise on how YorCity Construction can maximise targeted recruitment and training opportunities available to local residents through developers, contractors or supply chain businesses that are either based or operating in the city;
 - To oversee the implementation of the YorCity Construction initiative and to receive and comment on progress reports relating to YorCity Construction.
49. The meeting acknowledged that York is going through a significant period of change as it recovers from recession and there were massive opportunities for long-term gain with plans for up to 22,000 homes over 15 years and the creation of around 1,000 jobs a year.
50. Construction company representatives said their firms were recruiting but agreed the industry did not have the skills pool it required and there was a limited amount of tradespeople in the York area. They have vacancies that need to be filled immediately but there were not enough skilled employees such as bricklayers and joiners.
51. Construction companies were committed to apprenticeships but these take two to three years and would not be able to satisfy the immediate requirements.

52. The meeting agreed that many schools had misconceived ideas about the construction industry as a career and were largely unaware of the wide variety of jobs available from tradespeople to professional, technical and commercial and sales positions. One training provider did a presentation to a school and could see the shock when people realised the careers opportunities available in construction.
53. The Armed Forces representative said redundancies meant a large, motivated workforce was to be released into the labour market, each with a retraining package which could be used to learn a new trade.
54. The meeting acknowledged that construction was a transient market but as it was entering a period of growth it could now offer employment in the York area for the next five to 10 years during which time a locally based workforce could provide sustainability, which was not the case five years ago.
55. As a result of the Steering Group meeting eight key issues / opportunities were identified and shared with Task Group Members:

Key issue/ opportunity	Action
Career Education Guidance in schools / college	Roadshow for Construction Sector (supported by employers) to engage with young people still in education to inspire interest and change perceptions of opportunities available. 'Steps to Success' – annual event in October at York racecourse, to which all parents and young people in Year 9 (13) and Year 11 (16) are invited to meet with education and training providers and employers about course choices and career pathways.
Advanced Apprenticeship Recruitment Event – Feb 27 at City of York Council, West Offices, 5-8pm (supported by funding from Leeds City Region)	Talent match evening to bring together young people completing their A Levels or Level 3 BTECs / Diplomas with employers interested in hiring to Advanced Apprentices or to jobs with training in any discipline £1500 for SMEs new to Apprenticeships for 16-24 year olds
Apprenticeships (16-24 year olds)	£1500 for SMEs new to Apprenticeships for 16-24 year olds (any framework)

(construction or non-construction related)	£2275 for taking on a longer-term unemployed 18-24 year old as an Apprentice
Head Start – unemployed 18-24 year olds into work (supported by funding from Leeds City Region)	Pre-employment training - including Construction Skills Certification Scheme (CSCS) card - and wage subsidies available of up to £2275 for a minimum of 26 weeks paid employment (16-30 hrs per week)
Service Leavers – talent match	To talent match service leavers with training and job opportunities locally Package of support being developed between: <ul style="list-style-type: none"> • CITB • City of York Council • Armed Forces
Other unemployed tradesmen back into work (supported by Government funding via training providers e.g.: York College)	Pre-employment training available to refresh or up-skill unemployed tradesmen if interviews can be guaranteed for job opportunities
York Jobs Fair (supported by funding from City of York Council)	Two Jobs Fairs annually to 2016 – end March and October. Circa 70 employers and training providers exhibit, with circa 1000 people attending to seek jobs or career changes. No cost to exhibitors or attendees
Graduate Recruitment	Talent matching graduates into construction sector roles Develop internship opportunities and/or programmes to train recent graduates in roles such as sales, marketing, project management.
Training and Workforce Development (supported by regional	Construction Plant Operations Unit qualifications at NVQ Level 2 – maximum three per employee to achieve their Blue Card 30% cash contribution only from employers (£40

Skills Enhancement Funding)	<p>per unit) with less than 5000 people</p> <p>Site Environmental Awareness Training Scheme (SEATs)</p> <p>Endorsed by the UK Contractors Group & Environment Agency, this enables SMEs to become compliant with the environmental best practice requirements ahead of it becoming mandatory.</p>
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York College

56. To support objectives (ii) & (iii), the Task Group agreed to consult with current apprentices on their route into the industry and the barriers they faced and a meeting was arranged for 11 December 2013 at York College and the college's Osbaldwick Training Centre.
57. However, these meetings were cancelled at short notice as the college was notified that it was to have an Ofsted inspection that day and they were rearranged for 3 February 2014.
58. All three Task Group Members took part in the visits as were told that there were more than 700 apprentices at the college with between 250 and 300 involved in learning construction industry related skills. The college accepted that there was a gender imbalance on construction skills courses with about 90% of the apprentices being male.
59. Of the construction apprentices some were on full time courses and others on block release. The majority of the block release apprentices, who attend college for 25 weeks over two years, were linked to SMEs and even micro businesses.
60. The college has long-standing contact with the CITB which is able to help place some construction apprentices in the industry.
61. The College also offers traineeships as a precursor to apprenticeships on which trainees who do not have the required functional skills are able to upskill in English and maths to increase their employability. In addition the college runs a programme for NEETs which is a stepping stone for the next level of qualification and covers employability skills such as English and maths.

62. During their first session Task Group Members met electrical, plumbing, painting and decorating and stonemasonry apprentices and at the second talked to apprentice joiners.
63. The majority had obtained their apprenticeships by word of mouth having been told of an opportunity by a family member or a “friend of a friend”. Some worked for their family business and others had been placed with an employer by the college.
64. All agreed that it was difficult finding an apprenticeship and that there had been no guidance at school towards a career in construction. This lack of information was such that some did not realise you needed an apprenticeship to get into a trade.
65. Task Group Members were interested to hear the story of a 46-year-old apprentice stonemason. He was working as a labourer and did not realise at first that apprenticeships were available for people his age. He asked his company to send him on a course and after four years, when a fellow employee left the company, they gave him the opportunity. He is partly funding the course himself.
66. The college is always proactive in trying to challenge gender stereotypes and makes sure where possible that case studies and images in marketing material reflect this. Two years ago the college ran a “Girls Allowed” day (for year 9 and 10 girls) for STEM (Science, Technology, Engineering and Maths) activities which was well attended. The college offered the event again last year but there was no take up from schools so it was not able to run.

Funding Bid

67. At a Task Group meeting on 21 February the Learning City York Partnership Manager told members of a Delivery & Innovation Fund bid to connect young people with economic opportunities in York.
68. The aim of the project is to develop, with employers, a set of Key Sector (construction, tourism & leisure, retail, business, financial & professional services, creative & digital industries) information and advice packages for delivery, by them, in schools across the city.
69. The project, if approved, will:

- Contribute to delivery of priorities in the 14-19 Local Area Statement of Need and Skills Strategy;
- Raise awareness in young people of key economic sectors;
- Support employers to deliver economic growth by addressing skills gaps and recruitment difficulties;
- Address concerns in the Careers Education Information and Guidance (CEIAG) Scrutiny Review approved by the Learning and Culture Overview and Scrutiny Committee in September 2013 that all young people receive appropriate careers education, information advice and guidance through improved employer links;
- Respond to recommendations in Ofsted's review of Careers Guidance (September. 2013) to improve provision for young people;
- Deliver greater employer engagement with schools and young people as envisaged in the Department for Education's response to Ofsted's report.

Conclusions

70. York is going through a significant period of change with plans for up to 22,000 homes over the next 15 years with the creation of 1,000 jobs per year and a sustainable skilled workforce.
71. From the evidence collected by the Task Group all indications point to a boom in the construction industry in York and a way to narrow the gap in the skilled workforce was needed to best take advantage of any upturn in construction.
72. York has the protocols in place through YorCity Construction's Skills Model to secure locally targeted recruitment and training opportunities on larger sites and this model is being rolled out to smaller developments.
73. Employers acknowledged there was a major skills gap in York and they were struggling to recruit skilled staff. Many were committed to taking on apprentices but this training took two or three years and apprentices are not able to satisfy the immediate requirements.
74. The construction industry needs to be better promoted in schools as a worthwhile career with a wide variety of jobs available from tradespeople to professional, technical and commercial and sales positions.

75. That more needs to be done to attract women into the construction industry, not just in an office environment but at all levels.

Review Recommendations

76. Having considered the evidence above, the Task Group recommends:

- i. That the Council support the Delivery and Innovation Fund bid submitted by the Education and Skills team to promote in schools within the next academic year and beyond the varied career opportunities in the construction industry and in particular the career opportunities in the construction industry for women.
- ii. That CYC support the YorCity Construction network to:
 - a) agree a realistic target for growth in the number of construction industry apprentices within the city and in the number of businesses in the construction industry taking on apprentices;
 - b) work with the Planning and Regeneration team to establish a framework at commercial pre-planning inquiry stage whereby firms in the construction industry are made aware of the support available from YorCity Construction;
 - c) work with the Planning and Regeneration team to develop a framework so that once a commercial planning application has been approved the Education and Skills Team can broker relationships between the developer and local training providers to ensure that potential apprenticeship opportunities are levered and in order to upskill the local workforce;
 - d) continue to work with training providers to make the skills offer more accessible for existing staff working in the industry, regardless of age, and others looking to retrain.
- iii. That the Learning City York Partnership Manager provides ECDOSC with six monthly progress reports from YorCity Construction Steering Group.

Council Plan

77. This review is linked to the *'create jobs and grow the economy'* element of the Council Plan 2011-15.

Implications

78. **Financial:** If the Education and Skill Team's Delivery & Innovation Fund bid is successful then there will be financial implications for the Council. The bid is for £15k to support various career roadshow activities including construction.
79. **Legal:** There are no known legal implications for the Council arising from the recommendations.
80. **HR:** There may be minimal resource implications for the Planning and Regeneration Team arising from recommendations 76(ii)(b)&(c) above in terms of staff time committed to the development of a framework and relationship as set out in those recommendations.
81. **Other:** This review has identified one potential equalities implication in relation to the lack of women currently being attracted to the construction industry. Recommendation 76(i) proposes a way forward in an effort to address the challenge of encouraging women to enter the construction industry.

Risk Management

82. There are no specific risks arising from the recommendations in this report. However, there is potentially a risk that the gaps which the Task Group has identified during its review may continue to present a growing problem for the skills of young people and the construction industry in particular, if Members decide not to recommend any further work with the YorCity Construction network.

Contact Details

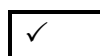
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Report
Approved



Date 10/03/2014

Wards Affected:

All

For further information please contact the author of the report

Annexes

Annex A – Review aims, objectives and timetable

Annex B - Training provision and funding landscape

Abbreviations used in this reports and annexes

BTEC - Business and Technology Education Council

CITB – Construction Industry Training Board

CSCS- Construction Skills Certification Certificate

CSN – Construction Skills Network

FE/HE sector – Further Education/Higher Education

JRT - Joseph Rowntree Trust

JSP – Job Centre Plus

LA – Local Authority

NEET - Not in Education, Employment, or Training

NVQ - National Vocational Qualifications

NYBEP - North Yorkshire Business and Education Partnership

OFSTED - Office for Standards in Education

SEAT – Site Environmental Awareness Training

SFA – Skills Funding Agency

SME - Small and Medium Enterprises

STEM – Science, Technology, Engineering and Maths