

# STRATEGIC SKILLS PARTNERSHIP PROGRESS REPORT 2018



Historic England



HISTORIC  
ENVIRONMENT  
SCOTLAND

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## INTRODUCTION

We are now at the half way point of the three year Strategic Skills Partnership and Action Plan which was launched in January 2017 by Cadw, Historic England, Historic Environment Scotland (HES) and the Construction Industry Training Board (CITB).

This report presents our progress, highlights successes and records the impact. It also includes links to find out more, how to get involved and how to have your say on current developments in training and education on traditional (pre-1919) buildings.

### A new approach

Traditional buildings make up a significant proportion of structures on which work is carried out by contractors in the construction industry in England, Scotland and Wales. In order to understand, manage and maintain these buildings now and into the future, the right knowledge and skills are required.

Cadw, Historic England, HES and CITB have worked together for many years to address concerns about the skills shortages and gaps in the sector and this partnership builds on that work with a new approach.

Skills gaps and shortages in our workforce have created significant challenges for the sector. The Strategic Skills Partnership and Action Plan responds to these long-standing challenges by integrating the knowledge and skills required to work on traditional buildings into mainstream construction training. Our objective is for all new entrants to the construction industry as well as the existing workforce to have the right knowledge and skills to work on traditional buildings.

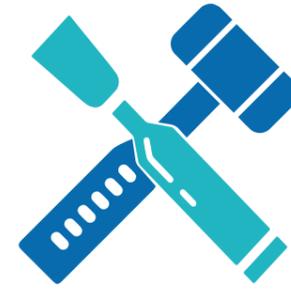
### The key current drivers are:

- The recently published 'A 'Material' Issue: Understanding and Responding to the Traditional Building Skills Challenge in Wales' and the comprehensive review of construction education by Qualifications Wales.
- The opportunities created through the recent reforms to further education, including the introduction of the UK-wide Apprenticeship Levy and the new T Levels in England.
- An understanding that the take-up of specialist training would not in itself match the demand for a workforce with the right skills and qualifications.

At this midway point in the Strategic Skills Partnership this review of our progress will feed into the strategic direction of the partnership and shape our future priorities to continue to address the most important challenges.

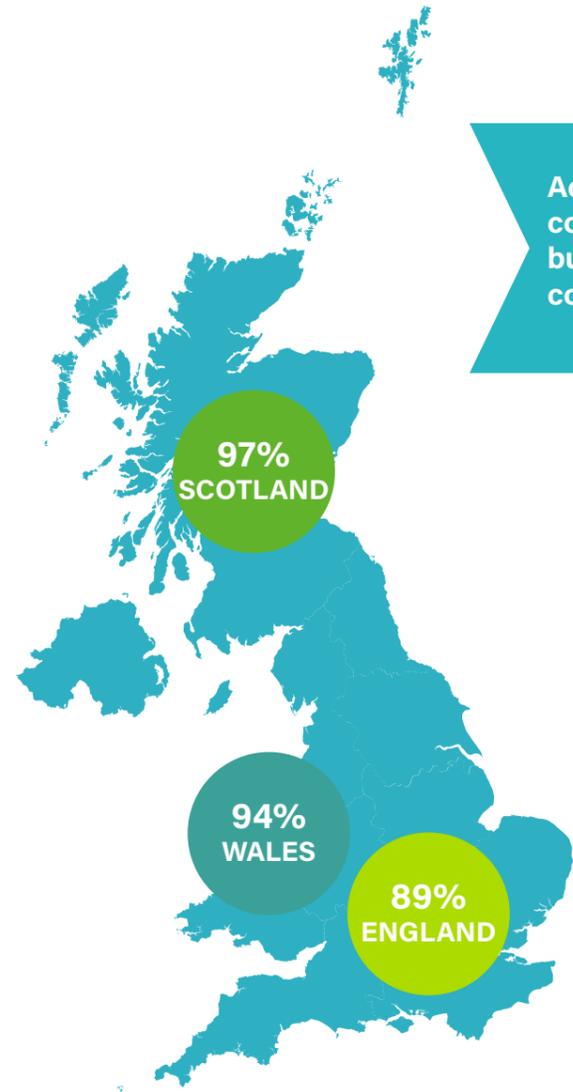
**Did you know..**

There are 6.5 million traditional (pre-1919) buildings in England, Scotland and Wales. This is **30%** of the current housing stock in Wales, in England **28%** and in Scotland **19%**.



**The demand for training to work on traditional buildings is increasing**

CITB estimates show that GB-wide in 2018 a total of **7,410** workers, both new entrants and existing workers, required training to work on traditional buildings, and this is likely to rise to **7,680** by 2021.



Across GB between **89%-97%** of contractors who work on traditional buildings are general mainstream construction companies.



GB wide **44%** of contractors intend to increase their work on traditional (pre-1919) buildings.

In England, apprenticeships in the trades often used on traditional buildings are increasing. These include bricklayers and building envelope specialists, floorers, glaziers, painters and decorators, plasterers, roofers, specialist building operatives, wood trades and interior fit out.

Apprenticeship starts were **12,810** in 2012/13.



Apprenticeship starts were **17,080** in 2016/17.

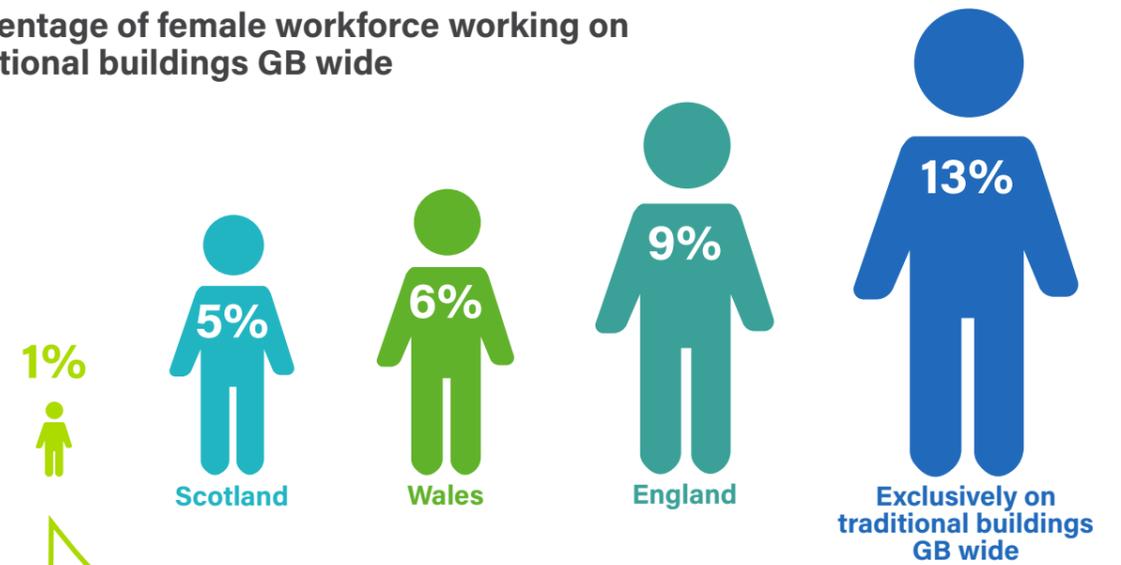


With a further **21,190** new learners on college courses in 2016/17.



**Heritage attracts females into the construction industry**

Percentage of female workforce working on traditional buildings GB wide



Significantly higher than the **1%** of females in manual trades in construction.

In England, **87%** of surveyed contractors do not hold formal qualifications to work on traditional buildings, rising to **95%** in Scotland and Wales.



Across GB, between **72%** and **75%** of contractors surveyed have not undertaken any training on traditional buildings in the past 4-5 years.



# STANDARDS & QUALIFICATIONS

## Aims

Integrate the knowledge required to work on traditional (pre-1919) buildings into 'mainstream' construction training.

Support the reforms to further education to meet the needs of the heritage construction sector and increase the number of apprenticeships.

## 2017-18 Highlights

- In Wales, Cadw advised Qualifications Wales on the need to integrate knowledge required to work on traditional (pre-1919) buildings into mainstream construction training for all learners. This was based on research carried out by CITB. Qualifications Wales agreed to the changes and Cadw will continue to support them in the development of a suite of new qualifications (see case study).
- In England, Historic England and CITB contributed to the consultation on the new Occupational Maps as part of the reforms to further education. As a result, the occupational description for a Core Building Tradesperson, for trades such as roofing, brickwork, plasterwork, carpentry and joinery, now includes 'knowledge of heritage building methods and materials'. This will shape the core content of the new T levels and the Trailblazer Apprenticeships, and means all learners will develop an understanding of traditional buildings.
- Historic England and CITB supported the inclusion of the 'principles of heritage and conservation, e.g. listed buildings, traditional buildings and maintenance of existing stock' in the core content of the new Construction T level for Design, Surveying and Planning.
- In England, Historic England and CITB presented to the Construction Trailblazer Steering Group facilitated by CITB, and provided good practice examples of apprenticeship standards which incorporate knowledge of traditional buildings, materials and methods into mainstream training. The representatives from across a range of Trailblazer groups recognised that knowledge of sustainability and heritage should be integrated into the new apprenticeship standards.
- To increase the number of apprenticeship standards for historic environment roles, Historic England is leading the Historic Environment Trailblazer group developing six apprenticeship standards in archaeology, conservation and heritage management.
- Cadw, CITB and Historic England worked with the Chartered Institute of Building (CIOB) to embed heritage and sustainability into the UK Construction and the Built Environment Standards for 14 to 19 Education, and created a teacher's resource pack to support the delivery of the learning outcomes.
- In Scotland, HES has started a project working with the Scottish traditional skills sector to develop training packages and programmes to underpin the delivery of the Heritage Skills SVQ SCQF 6. CITB Scotland is contributing to this project through sharing their knowledge of the sector and expertise in developing qualifications.

- HES is working with Skills Development Scotland, Scottish Qualifications Authority (SQA) and CITB to pilot a secondary school vocational qualification focused on adaptation, repair and maintenance. The National 4 Construction Craft and Technician pathway is being piloted by St Modan's Secondary School in Stirling.
- The heritage bodies contributed to the review of the National Occupational Standards (NOS) for construction, including stonemasonry, façade preservation, construction site supervision and construction site management; as well as the range of courses and standards for the new CITB short duration courses.

## Find out more

The reforms outlined in the Qualifications Wales review: [www.qualificationswales.org/english/publications/?page=1&perpage=10&categories=&sortBy=byDate&fromDate=&toDate=&query=&publicationTypes=](http://www.qualificationswales.org/english/publications/?page=1&perpage=10&categories=&sortBy=byDate&fromDate=&toDate=&query=&publicationTypes=)

[www.instituteforapprenticeships.org](http://www.instituteforapprenticeships.org)

'Have your say' on the maintenance and development of standards and qualifications via CITB: [www.citb.co.uk/Qualifications-Standards/national-occupational-standards/have-your-say/](http://www.citb.co.uk/Qualifications-Standards/national-occupational-standards/have-your-say/)



Pupils taking part in the pilot of the National 4 Construction Craft and Technician pathway, St Modan's High School, Stirling  
© Historic Environment Scotland

## Case Study: Building the Future in Wales

As an outcome of the Qualifications Wales Construction and Built Environment Sector Review, learners on government-funded construction courses at all levels will develop an understanding of the differences between the tools, materials, processes, skills and knowledge used for traditional and modern buildings. The impact of this will be far-reaching as nearly a third of buildings in Wales are of traditional construction.

During the review Cadw worked closely with CITB to make the case for integrating the knowledge to work on traditional buildings into mainstream vocational construction qualifications. The CITB study 'A 'Material' Issue: Understanding and Responding to the Traditional Building Skills Challenge in Wales' was used as evidence to support this work. In the report, over two thirds of employers surveyed stated that more defined and specific coverage of traditional building skills and knowledge would be valuable in mainstream further education provision in colleges. They believed that mainstreaming traditional building skills would improve the general skills and knowledge of the existing workforce, and help to ensure a better quality of workmanship. In particular, they noted that apprentices and trainees would gain better basic skills and knowledge to work on traditional buildings.

Employers believe that this will stimulate greater interest and confidence among young people to undertake work relating to traditional buildings, or indeed to specialise in this area. This in turn could create a better employment market and provide more choice for employers.

In addition to a new GCSE and A Level, new foundation and progression qualifications with trade-specific pathways will be introduced as part of the reforms by Qualifications Wales. Learners will complete the foundation qualification in the first year of all further education construction programmes. The qualification will also be taken by individuals offered an apprenticeship straight from school. As a result, learners will develop a broad range of knowledge, understanding and skills, including:

- An understanding of how the trades relate to each other
- Technical skills in a chosen trade(s) with opportunities to sample other trades
- An awareness of current and emerging technologies
- An awareness of the requirements of traditional buildings and materials

Cadw is a member of the Qualifications Wales Stakeholder Advisory Group and will advise on the implementation of the sector review commitments, including the development of the new qualifications that will be rolled out in 2021. Cadw will also work with Qualifications Wales to help ensure that the sector prepares fully for the changes.



Building the Future: Qualifications Review © Qualifications Wales

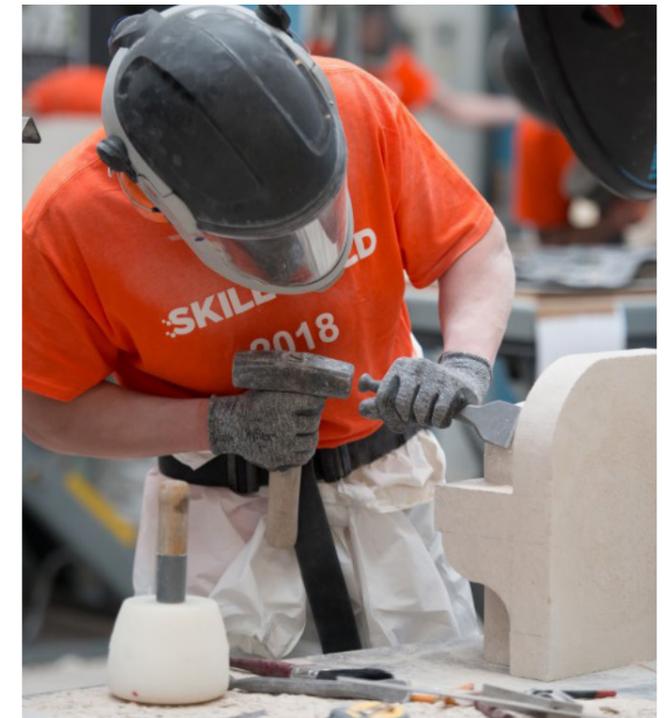
## TRAINING & DEVELOPMENT

### Aim

Increase the take-up of training relating to traditional (pre-1919) buildings leading to qualifications and a CSCS card, or equivalent, to match the individual's level of skill.

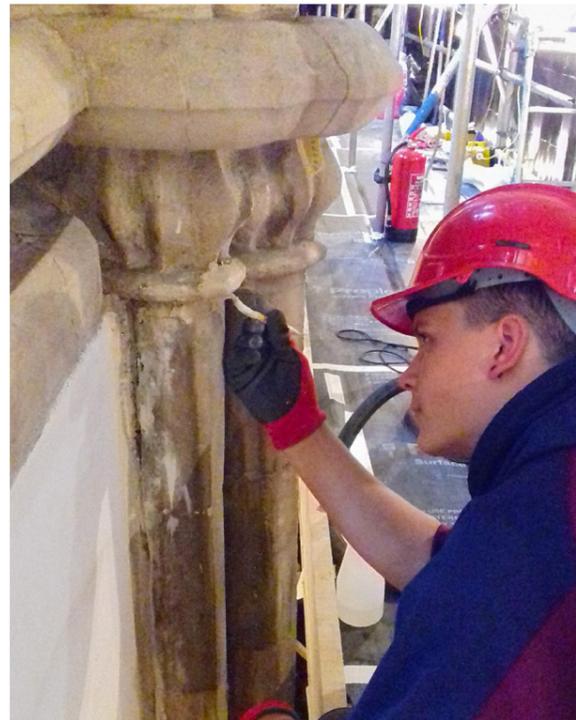
### 2017-18 Highlights

- Specialist Applied Skills Programmes (SAPs) in heritage occupations have been developed through partnerships with trade associations, federations and employers. They are supported by CITB grants and are currently available in roof slating and tiling, lead roofing, solid plastering, stonemasonry, wood occupations, and hard and soft metal roofing. SAPs lead to a recognised qualification, the Level 3 NVQ Diploma in Heritage Skills (Construction), and can be used to apply for a Heritage Skills CSCS card.
- The heritage bodies contributed specialist technical knowledge to help CITB develop short courses leading to qualifications such as the two-day Level 3 Award in Understanding Repair and Maintenance of Traditional (pre-1919) Buildings and the Level 3 Award in Energy Efficiency Measures for Older and Traditional Buildings. These have been offered across a number of the partners' projects and have proved particularly popular (See section 5).
- HES apprentice stonemasons achieved second place and reserve in the regional heat of Skill Build this year and will be heading to the national competition in Birmingham in November.
- Funding has been secured from CITB and Cadw to deliver a four-year training programme Heritage Construction in Wales that will be delivered by the Welsh Traditional Buildings Forum (WTBF) and its partners. The project will deliver annual conferences, continued professional development (CPD) seminars and the popular two-day Level 3 Awards in Understanding Repair and Maintenance of Traditional (pre-1919) Buildings and Energy Efficiency Measures in Older and Traditional Buildings. In addition, the project will deliver:
  - 40 Level 3 diplomas in heritage plastering, carpentry and stonemasonry delivered using the On-Site Assessment and Training (OSAT) route.
  - Development of three innovative one-hour online training modules leading to relevant qualifications.



Historic Environment Scotland Apprentice Stonemason competing in Skill Build 2018 © Historic Environment Scotland

- Funding has been secured for the Wrexham Traditional Building Skills Programme, a three-year programme of training, up-skilling and raising awareness in north-east Wales funded by the Rural Development Programme (LEADER). Wrexham County Borough Council, Coleg Cambria, CITB, Cadw, North Wales Economic Ambition Board (NWEAB) and Cadwyn Clwyd will deliver activities for different audiences ranging from school children to Coleg Cambria HNC students. The programme will deliver CPD events such as the two-day Level 3 Awards and courses on hot mixed lime mortars and stone masonry.
- Guidance and case studies explaining how to plan and deliver training activities on construction projects have been developed and posted on the Historic England website.
- The St Mary's Cathedral Workshop Stonemasonry Apprenticeship Scheme, a partnership between CITB and the cathedral, was launched in October 2018 to help meet the demand for stonemasonry skills in Edinburgh to conserve the city's historic buildings. This new training model enables apprentices to attend college and undertake work placements with a network of contractors to achieve a SVQ3 in stonemasonry. The apprentices gain a broad experience in the workplace, coordinated and managed by the workshop in close cooperation with the City of Edinburgh Council, the University of Edinburgh, and other partners including HES.
- Historic England and HES funded the William Morris Craft Fellowship, managed by the Society for the Protection of Ancient Buildings (SPAB), delivering advanced training in building conservation and repair for craftspeople who have demonstrated the potential to progress into positions of responsibility on historic building projects.
- HES has launched a Technical Conservation Internship Programme, with eleven interns working within the organisation this year.
- Historic England funded the Prince's Foundation Building Craft Programme and provided placements for two carpentry and joinery trainees on repairing the roof structure on the Shrewsbury Flax Mill Maltings project (see case study). The programme sets up placements with experienced craftsmen to provide practical experience in traditional building skills, and an opportunity for the trainees to gain a Heritage Skills NVQ Level 3 Diploma.
- Cadw is now using its Historic Buildings Grant Scheme to lever training and development opportunities on grant funded projects. This was used to fund bursaries for six trainees during the restoration of Llandaff Cathedral. The scheme delivered blocks of four week training, during which all of the trainees contributed to the masonry, stone and timber conservation on site. Their work was an integral part of the project.



Bursary Trainee carrying out stone repairs on Llandaff Cathedral © Thomas Kinghorn-Evans

## Case Study: Heritage Skills Programme at Shrewsbury Flax Mill Maltings

Historic England is using the construction works on site at Shrewsbury Flax Mill Maltings as a tool to deliver a wide range of training and development opportunities.

Highlights include:

- Placements with the main contractor in carpentry, joinery, brickwork, roofing and masonry.
- Delivery of the two day Level 3 Award in Understanding Repair and Maintenance of Traditional (pre-1919) Buildings.
- Hard hat tours for groups including National Women in Roofing, Shropshire Constructing Excellence, the National Trust and the Canal and Rivers Trust.
- Working in partnership with colleges and universities to deliver on-site training with traditional materials, such as traditional brick making, slate roofing, leadwork and ironwork.
- CPD events to meet skills gaps including courses on the energy efficiency and retrofit of traditional buildings.

Supported by the Heritage Lottery Fund and the Andrew Lloyd Webber Foundation, the project aims to involve people under represented in construction, particularly young people and women.

These training activities were written into the tender and contract documents to ensure these activities were delivered by the main contractor. The clauses give an outline description of the type and number of activities to be delivered. They explain what is required from the contractor including health and safety management, risk assessments, evidence of insurance, gaining the cooperation of subcontractors and steps for monitoring progress.

The contract was awarded on a price/quality basis. The skills, training and qualifications of the tendering firms were assessed as part of the quality criteria for the award of the contract. The number of Heritage CSCS cardholders in their workforces were reviewed as part of this process.



Shrewsbury College students learning traditional brick making with Northcot Brick © Historic England Archives, Steven Baker



Princes Foundation Carpentry Trainees carrying out roof repairs on Shrewsbury Flax Mill Maltings © Historic England Archive, Steven Baker



Women in Roofing on a hard hat tour of Historic England Shrewsbury Flax Mill Maltings © Livia Williams

## Find out more

The range of Specialist Applied Skills Programmes (SAPs) and contacts for training providers: [www.citb.co.uk/training-and-courses/specialist-training/nsac-services/specialist-applied-skills-programmes/](http://www.citb.co.uk/training-and-courses/specialist-training/nsac-services/specialist-applied-skills-programmes/)

CITB Assessment Services offers on-site assessment for experienced operatives, supervisors and managers. These recognise existing skills, knowledge and experience to gain a nationally recognised qualification: [www.citb.co.uk/national-construction-college/assessment-services/](http://www.citb.co.uk/national-construction-college/assessment-services/)

Applying for a CSCS card: [www.cscs.uk.com/](http://www.cscs.uk.com/)

Level 3 Award Understanding Repair and Maintenance of Traditional (pre-1919) Buildings: [www.nocn.org.uk/what-we-do/qualifications/18392-600-3111-6-nocn\\_cskills-awards-level-3-award-in-understanding-repair-and-maintenance-of-traditional-pre-1919-buildings/](http://www.nocn.org.uk/what-we-do/qualifications/18392-600-3111-6-nocn_cskills-awards-level-3-award-in-understanding-repair-and-maintenance-of-traditional-pre-1919-buildings/)

Level 3 Award Energy Efficiency Measures for Older and Traditional Buildings Award: [www.sqa.org.uk/sqa/68730.html](http://www.sqa.org.uk/sqa/68730.html)

Guidance and case studies explaining how to plan and deliver training activities on construction projects: [www.historicengland.org.uk/services-skills/training-skills/heritageskills-cpd/building-skills-and-training-into-conservation-projects/](http://www.historicengland.org.uk/services-skills/training-skills/heritageskills-cpd/building-skills-and-training-into-conservation-projects/)

William Morris Craft Fellowship: [www.spab.org.uk/learning/fellowship](http://www.spab.org.uk/learning/fellowship)

Prince's Foundation Building Craft Programme: [www.princes-foundation.org/education/building-craft-programme-heritage-skills-nvq-level-3](http://www.princes-foundation.org/education/building-craft-programme-heritage-skills-nvq-level-3)

# CAREERS

## Aim

Support employers to attract and retain a diverse range of people by championing careers and promoting entry routes into the heritage construction sector.

## 2017-18 Highlights

- As the largest employer of traditional craftspeople in the UK, HES supported a range of placements and apprenticeships in traditional skills such as stonemasonry, painting and decorating, and joinery.
- Their stories have been told through 'A Minute With' videos, such as the story of former HES apprentice stonemason Megan who worked at Blackness Castle near Falkirk, and recently won the CITB Apprentice of the Year Award.
- New GO CONSTRUCT toolkits were launched providing information, training and resources to support CITB Construction Ambassadors and their employers.
- Three members of Cadw's Cadraeth in-house craft team have become CITB Ambassadors. As Ambassadors they advocate the many fantastic opportunities available in the sector, reaching out to local communities, and inspiring young people to consider a future in construction.
- We are exploring ways of showcasing images and links to videos on the GO CONSTRUCT careers website. The aim is to communicate to new entrants that careers working on traditional buildings make up a significant part of the construction industry.



Stone masonry demonstration at the Royal Welsh Show  
© Crown Copyright (2018), Welsh Government, Cadw

## Did you know..

Historic Environment Scotland have supported **102** apprenticeships in their organisation since 2016, including **85** stonemasons, as well as painters, gardeners, joiners, electricians and others.



## Case Study: Historic Environment Scotland Engine Shed

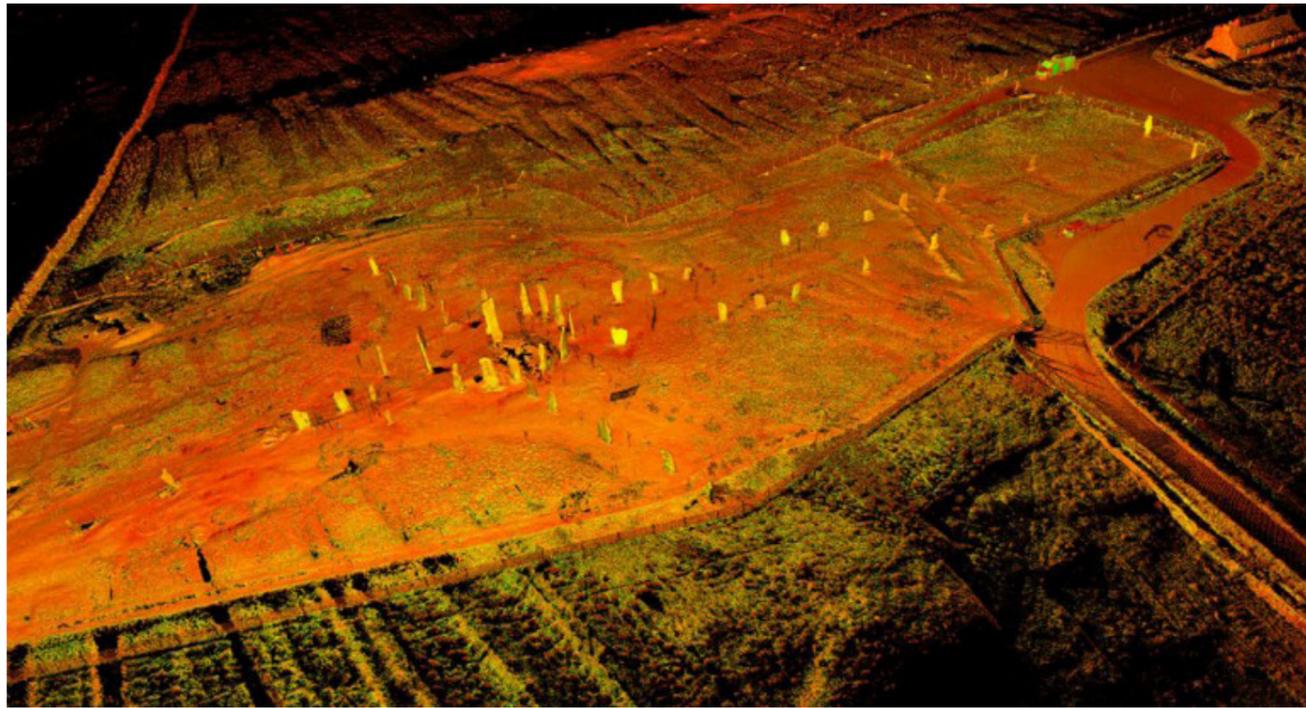
The Engine Shed is Historic Environment Scotland's building conservation centre, and promotes traditional buildings, materials and skills in Scotland. As part of HES's mission to help ensure the future of Scotland's built heritage and get the future generation of craftspeople interested in careers in conservation, the Engine Shed introduces young people to heritage and building conservation.

### Since opening in June 2017 the Engine Shed has delivered:

- 416 individual outreach and education events across Scotland with 42,825 participants, including events for schools and young people and supporting traditional craft skills taster days organised and run by the Scottish Traditional Building Forum. These events have introduced young people to careers in traditional craft skills to digital innovation in heritage.
- 616 hours of education and outreach on site at the Engine Shed for 38,337 participants including school groups and young people.
- 141 professional events at the Engine Shed focusing on awareness, training and research in conservation, heritage and buildings. 4,833 people participated, including architects, surveyors and other heritage professionals in the sector.
- 78 individuals participating in the new Advanced Professional Diploma in Technical Building Conservation, which was developed with CITB Scotland and delivered by 70 experts.
- A Careers Fair for young people interested in the sector, hosted by HES and supported by the Royal Institution of Chartered Surveyors (RICS), Institute of Historic Building Conservation (IHBC) and the Royal Incorporation of Architects in Scotland (RIAS).
- HES is dedicated to making pathways into heritage careers open and accessible, and raising awareness about the variety of careers in the sector. Digital innovation is one pathway, which often attracts a wide range of people to heritage, and since 2011 HES's Digital Documentation team have been scanning and recording 162 collections and properties in care. There have been over 10,000 views of their 3D models on Sketchfab since March 2017.



Students on the Advanced Professional Diploma in Traditional Building Conservation © Historic Environment Scotland



Scan of Calanais, part of HES' Digital Documentation project to scan its 162 properties in care © Historic Environment Scotland

### Find out more

GO CONSTRUCT: [www.goconstruct.org](http://www.goconstruct.org)

CITB Construction Ambassadors: [www.goconstruct.org/inspire/information-for-employers/construction-ambassadors/](http://www.goconstruct.org/inspire/information-for-employers/construction-ambassadors/)

Historic Environment Scotland 'A Minute With' videos: [www.youtube.com/watch?v=Jf\\_E1BujExM](https://www.youtube.com/watch?v=Jf_E1BujExM)

Historic Environment Scotland video on the Advanced Professional Diploma in Technical Building Conservation: [www.youtube.com/watch?v=LOaEUnJuuzA](https://www.youtube.com/watch?v=LOaEUnJuuzA)

Video on Cadw Stonemason Adam Jenkins: [www.youtube.com/watch?v=2qGjcXrw1z8](https://www.youtube.com/watch?v=2qGjcXrw1z8)

## THE RIGHT SKILLS FOR RETROFIT

### Aim

Promote why we need the right knowledge and skills to retrofit traditional buildings to make them more energy efficient and adapt to climate change.

### 2017-18 Highlights

- The heritage bodies contributed to 'Each Home Counts' (Bonfield Review) and subsequent consultations, including the review of PAS 2030, PAS 2035 and the Standard Assessment Procedure (SAP) to help ensure that energy efficiency improvements to traditional buildings do not harm the significance of buildings in heritage terms or have unintended consequences. We are working closely with the Sustainable Traditional Buildings Alliance (STBA) to help influence the implementation phase.
- The heritage bodies contributed to the STBA Advisory Panel and offer support for its projects, such as the three year Whole House Retrofit Application Process (WRAP) project in Wales. The partnership between the STBA and Melin Homes has recently been awarded funding from the Department of Business, Energy and Industrial Strategy to trial and deliver a whole house retrofit process and toolkit.
- The heritage bodies have worked collectively as a corresponding member of the project steering group set up by the Construction Industry Research and Information Association (CIRIA) to help guide the development of a new code of practice and guidance on property flood resilience.
- Cadw is a member of the Welsh Government internal working group that developed the Welsh Government Climate Change Adaptation Plan for Wales.
- The guidance produced by the heritage bodies on these topics are the most popular downloads (see find out more for links).



Delivery of the Level 3 Award in Energy Efficiency Measures for Older and Traditional Building at Insole Court in Cardiff © John Edwards

## Case Study: Retrofit Training in Wales

Stakeholders and construction professionals who participated in the CITB study 'A *Material* Issue: Understanding and Responding to the Traditional Building Skills Challenge in Wales' have described how energy efficiency policies, initiatives and retrofit incentives have not been designed with traditional buildings in mind. They explain that insulation work risks undermining the important quality of 'breathability' in traditional buildings.

In the study, views remained mixed among stakeholders about whether contractors are equipped to deal with energy efficiency retrofit, with the majority of interviewees somewhat uncertain.

In 2017, to help address this problem Cadw worked with the CITB funded Construction Wales Innovation Centre and a training provider to deliver the two-day Level 3 Award in Energy Efficiency Measures for Older and Traditional Buildings in three venues across Wales. The courses were aimed at architects, surveyors and energy assessors, as well as contractors.

Insole Court in Cardiff, Lampeter University and Cadw's Plas Mawr in Conwy were the historic sites selected as venues for each course. Site tours helped to enhance learning by illustrating discussion points and principles that could be applied to any building of traditional construction.

A total of 35 participants were successful in gaining their Level 3 Award, and further courses will be delivered over the next four years through the Heritage Construction in Wales (HCW) training programme.

### Find out more

Sustainable Traditional Building Alliance: [www.stbauk.org/](http://www.stbauk.org/)

A range of technical guidance on energy efficiency from Historic England: [www.historicengland.org.uk/advice/technical-advice/energy-efficiency-and-historic-buildings/](http://www.historicengland.org.uk/advice/technical-advice/energy-efficiency-and-historic-buildings/)

Historic Environment Scotland: <https://www.historicenvironment.scot/advice-and-support/>

Cadw: [http://cadw.gov.wales/docs/cadw/publications/Micro\\_gen\\_booklet\\_EN.pdf](http://cadw.gov.wales/docs/cadw/publications/Micro_gen_booklet_EN.pdf)

## EVIDENCE BASE

### Aim

Develop and maintain a comprehensive evidence base on current and future skills needs in the UK heritage construction sector to inform joint activities and target training provision.

All our activities are informed by evidence from employers, training providers, trade associations and federations.

From a series of major research reports published since 2007, we have developed an understanding of the key issues around the supply and demand of traditional building skills, materials and training provision.

CITB produces a range of reports for policy makers, employers and construction organisations. These reports help industry to plan on a national and regional scale. They provide recommendations on how the sector can keep pace with change, and improve the working lives of those in, and who intend to join, the construction sector.

### CITB research reports planned for 2018:

- The role of migrant workers in the construction industry in the UK.
- The transferability of skills within construction and from other sectors.
- Understanding the potential of unemployed young people as potential new entrants into the construction sector.
- Fuller Working Lives, strategies to retain older workers in construction.
- Digital skills in construction and how to realise this potential.
- Local skills, assessing local demand and supply for key occupations, and creating strategies to address gaps.

Historic England's Shrewsbury Flax Mill Maltings project is being used to pilot the development of heritage key performance indicators for the CITB toolkit the 'Client Based Approach'. This free toolkit has been developed for organisations that are planning, or are currently procuring, construction projects. It provides information and guidance on how to build in employment and skills requirements.

## Find out more

Repair, Maintenance and Energy Efficiency Retrofit of Traditional (pre-1919) Buildings in England and Scotland, 2013: [www.content.historicengland.org.uk/content/docs/education/skills-needs-analysis-2013-repair-maintenance-energy-efficiency-retrofit.pdf](http://www.content.historicengland.org.uk/content/docs/education/skills-needs-analysis-2013-repair-maintenance-energy-efficiency-retrofit.pdf)

'A 'Material' Issue: Understanding and Responding to the Traditional Building Skills Challenge in Wales': [www.senedd.assembly.wales/documents/s500002487/HE%2036%20-%20Construction%20Industry%20Training%20Board.pdf](http://www.senedd.assembly.wales/documents/s500002487/HE%2036%20-%20Construction%20Industry%20Training%20Board.pdf)

Construction Industry Training Board (CITB) research: [www.citb.co.uk/research-and-insight/](http://www.citb.co.uk/research-and-insight/)

CITB Client Based Approach: [www.citb.co.uk/national-skills-academy-for-construction/what-is-the-national-skills-academy-for-construction/client-based-approach/](http://www.citb.co.uk/national-skills-academy-for-construction/what-is-the-national-skills-academy-for-construction/client-based-approach/)



Conservation repairs in progress on a Historic England Heritage at Risk grant project, Marsden Lime Kilns, South Tyneside © Historic England

# INFLUENCING AND ENGAGEMENT

## Aims

Improve communications to employers, contractors and trade organisations to demonstrate the relevance of traditional skills and the conservation, repair and maintenance of traditional buildings to the wider construction industry.

Promote the economic benefits of a skilled and qualified workforce to government, clients and employers, and demonstrate the training and qualifications required to work on traditional (pre-1919) buildings.

## 2017-18 Highlights

- HES and Stirling City Heritage Trust have developed an innovative scheme to increase the take-up of repair and maintenance of traditional buildings and promote the benefits of a skilled and qualified workforce to building owners. The Scottish Traditional Buildings Health Check (TBHC) pilot scheme is funded by CITB and ran from 2013 until 2018. The key aims of the scheme:

- To support the local economy.
- To support traditional skills and expertise within construction and professional sectors.
- To encourage owners of traditional buildings to carry out regular, sympathetic repair and maintenance work.

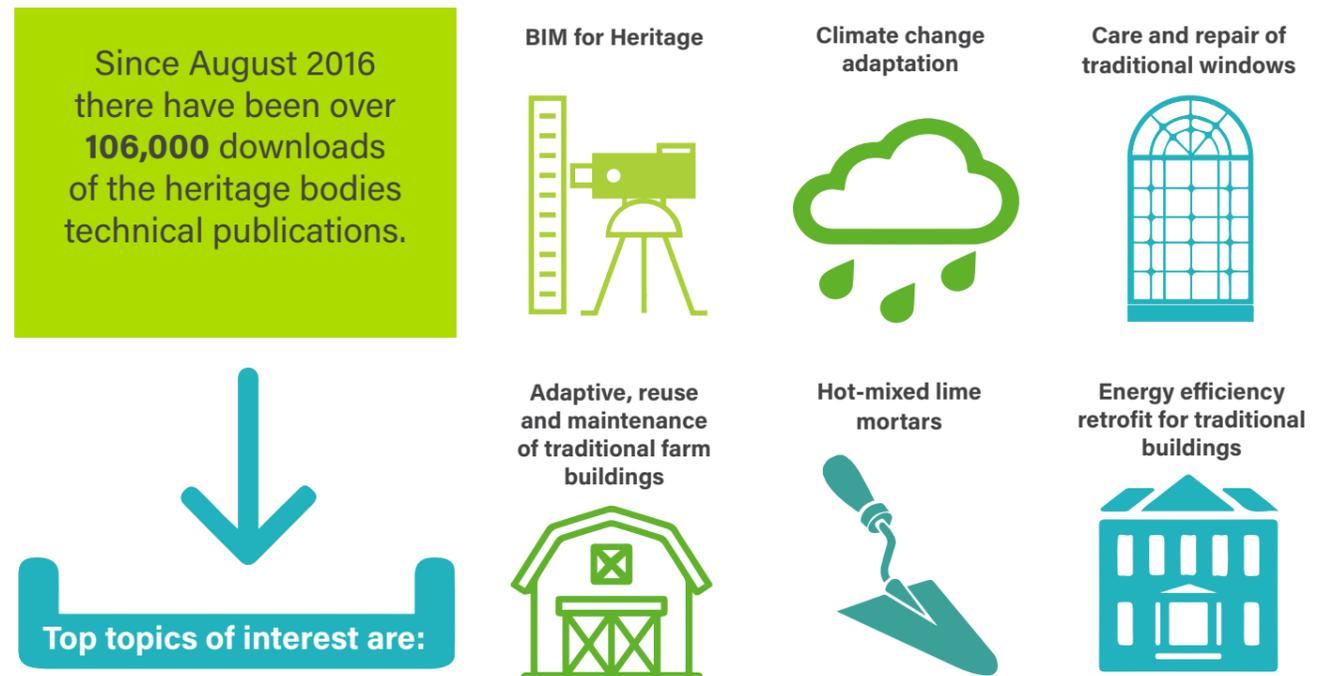
As part of the scheme, Stirling City Heritage Trust recorded over 57 buildings that had work carried out on them by early 2017. This encouraged private investment from members of the scheme of over £901,000. HES views the scheme as a success, and is investigating how it could be rolled out across Scotland in a sustainable manner. The Stirling scheme has received continued funding and a full report on the project will be published shortly.

- As part of Our Place in Time, the Scottish Government's Historic Environment Strategy, Skills Development Scotland, working with HES, has commissioned a Sector Investment Plan for the historic environment sector. A technical conservation skills programme will form part of the action plan for the strategy.
- As a part of the Inspiring Construction Programme, funded by CITB, the Scottish Traditional Building Forum (STBF) has delivered outreach events across Scotland, actively engaging secondary school students in traditional construction crafts. Events have been held in Falkirk, Maybole, New Lanark, Stirling, Paisley, Perth, Dundee, Glasgow and at the Scottish Parliament in Edinburgh. Many of these events were noted in parliamentary motions by local MSPs.
- STBF has also delivered continued professional development (CPD) courses on best practice to stakeholders across the construction supply chain including the Royal Institution of Chartered Surveyors (RICS), Architecture and Design Scotland and various local authorities.

- The Welsh Traditional Buildings Forum represents contractors in the heritage sector in Wales and has been set up to articulate the strengths and needs of the sector to a wide audience of decision-makers and influencers.
- CITB filmed on site at the Historic England Shrewsbury Flax Mill Maltings to showcase heritage construction to a wider audience. The film forms part of the CITB programme of site based contextualised videos, used to support apprentices and other construction workers develop their skills in English and maths.
- A comprehensive range of technical advice is now available from the heritage bodies on how to maintain and repair historic buildings, including advice on types of materials and treatment methods.
- For the centenary of the First War World, Historic England and Cadw produced guidance and videos on conserving and repairing war memorials and war memorial parks, gardens and landscapes.
- The heritage bodies worked with Cardiff University on a scoping report looking at the correlation between building condition and energy efficiency and fuel poverty. The study sought to demonstrate that better maintenance of traditional buildings could reduce energy costs in the context of climate change.
- All the partners support the Sustainable Traditional Buildings Alliance (STBA). The STBA research and publish a range of guidance advocating 'responsible retrofit' and the whole house approach for traditional buildings.
- The Angel Awards in partnership with the Andrew Lloyd Webber Foundation celebrated the efforts of people taking action to champion their local heritage, recognising the contribution by young people and the craft skills required for heritage rescues.



Launch of Heritage Construction in Wales by Dafydd Ellis-Thomas AM, Minister for Culture, Tourism and Sport, the Welsh Traditional Buildings Forum and Mark Bodger CITB © Crown Copyright (2018), Welsh Government, Cadw.



### Find out more

The Scottish Traditional Buildings Health Check Pilot: [www.historicenvironment.scot/learn/skills-and-training/traditional-buildings-health-check-scheme/](http://www.historicenvironment.scot/learn/skills-and-training/traditional-buildings-health-check-scheme/)

Apply for the Angels Awards in England, Wales and Scotland:  
[www.historicengland.org.uk/get-involved/angel-awards/](http://www.historicengland.org.uk/get-involved/angel-awards/)  
[www.rcahmw.gov.uk/about-us/heritageangelawardswales/](http://www.rcahmw.gov.uk/about-us/heritageangelawardswales/)  
[www.scottishheritageangelawards.org.uk/about-the-awards/](http://www.scottishheritageangelawards.org.uk/about-the-awards/)

Practical guides and videos on conservation, management and repair of war memorials:  
[www.historicengland.org.uk/advice/technical-advice/war-memorials/](http://www.historicengland.org.uk/advice/technical-advice/war-memorials/)

Correlating maintenance, energy efficiency and fuel poverty for traditional buildings in the UK: [www.sites.cardiff.ac.uk/architecture/research-projects/correlating-maintenance-energy-efficiency-and-fuel-poverty-for-traditional-buildings-in-the-uk/](http://www.sites.cardiff.ac.uk/architecture/research-projects/correlating-maintenance-energy-efficiency-and-fuel-poverty-for-traditional-buildings-in-the-uk/)

CITB offers a range of grants and funding to support projects: [www.citb.co.uk/funding/types-of-funding/](http://www.citb.co.uk/funding/types-of-funding/)

## CITB

The Construction Industry Training Board (CITB) is the Industry Training Board. It aims to create a fully qualified and professional construction industry through a range of collaborative agreements between employers, training providers and Government. Identifying the skills needs, supporting training provision and maximising the impact of the levy/grant system and any other initiatives that promotes training, are all areas of strategic importance to CITB.

## Cadw

Cadw is the Welsh Government's historic environment service. It is working for an accessible and well-protected historic environment for Wales. It also creates opportunities to show how culture and heritage can contribute to wider Welsh Government social and economic aims, including the development of skills and employment opportunities.

## Historic England

Historic England is the public body that looks after England's historic environment, providing expert advice, helping people protect and care for it, and helping the public to understand and enjoy it.

## Historic Environment Scotland

Historic Environment Scotland is the lead public body established to investigate, care for and promote Scotland's historic environment. It provides guidance, training and technical research into Scotland's built environment, and promotes community and individual learning engagement with Scotland's heritage.



Historic England



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