



Skills & Training Workstream Report

Report Skills & Training Workstream - Update

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Author Annie Hall

1.0 Strategy

Now that this workstream has started and research/consultation work is well underway, it is important that all five workstreams have the opportunity to 'cross fertilise' their findings to inform ongoing work. Clearly the Skills & Training workstream will need to identify any skills/training related issues that may already have been highlighted by the other workstreams. However, all workstreams would benefit from a coordinated communications strategy and programme over the next year to ensure that the collective benefits of the ZCH's work are presented cogently to industry and other stakeholders.

The work of the Skills & Training Workstream will effectively be combined with the wider Home Building Skills Action Plan at the Workshop in Windsor on 26/27 November 2009. The research, conclusions and proposals from these two streams of work will be collated into a Home Building Skills Action Plan together with a series of Skills & Knowledge Grids for 2010, 2013 and 2016. These will then be consulted upon externally during January and February 2010.

2.0 Meetings held

Since the first meetings of the Skills & Training Workstream (6 and 27 August) four 'one-off' Task and Finish Groups have met and their deliberations recorded as part of the research and consultation process:

- Foresight Task Group (28 Sept)
- Supply Chain Task Group 1 (15 Oct)
- Supply Chain Task Group 2 (29 Oct)
- Skills/Training Provider Task Group (5 Nov)

In the absence of any suitable Trade or Professional fora available for consultation during October, a number of one to one interviews have been conducted with key opinion formers within or with an interest in the home building industry (18). The data and views from these sessions will be included within the overall report that summarises the research phase of this (and the broader skills action plan) project. It will also be synthesised for use as pre-workshop reading for delegates to the Windsor Workshop to introduce them to a number of scenarios for 2010, 2013, 2016 and 2020 (vision only for 2020) taking account of the drivers and impacts identified.

A meeting was held with ConstructionSkills – Future Skills and IT representatives – on 4 November to start scoping the requirements for converting the skills grids into an electronic signposting tool. It is hoped that we shall at least have a trial site live by the time of the planned launch in March 2010.

3.0 Activity

The Skills & Training Foresight Task Group met on 28 September to identify and prioritise the key change drivers and influences facing the home building sector over the next ten years (to 2020).

A number of these drivers were then considered in more detail to identify some of the impacts on what is built and how, to map any changes the industry might expect to plan for in the coming decade – with milestones on that journey for 2010, 2013 and 2016.

The first of two Supply Chain Task Groups met in London on 15 October where a lively debate by participants resulted in some very useful feedback on the impact the change drivers might have on home building over a 1, 3, 6 and 10 year timeframe. This exercise was repeated in a second Supply Chain group of different people in Milton Keynes on 29 October, again with a well informed and engaged audience.

The Skills/Training Provider Task Group met in Leamington Spa on 5 November and discussed the main decision making roles (mainly those upstream in the supply chain – ie Architects, Planners, Specifiers and Product Supply Chain) in delivering ZC homes and what, if any, new skills, knowledge or understanding they would require. This activity was conducted for the major home building client market only, as a test session for further activity at the Windsor workshop.

A presentation of the project and its aims was also given to the Somerset branch of the NFB – at their request. Local members were going to be canvassed for their views (via the questionnaire used in the one to one interviews) if they wished to contribute, but no responses have yet been received.

4.0 Delivery / Outputs

The period spanning mid September to November has been the main research and engagement period for this project and the wider skills action plan work (for NHBC, ConstructionSkills, ZCH and other partners). This has included:

- A literature review relating to ZC home building – Appendix 1
- A literature review relating to the future of home building more generally – Appendix 2
- The notes from each of the four ZCH Skills Task & Finish Groups – Appendices 3-6
- A summary of the synthesised and aggregated views of those interviewed – where ZC is one of 10 identified change drivers [analysis and report in progress]

A summary of the key issues arising from the other ZCH Workstreams was planned, but has not yet been produced as very limited data has been received to date.

As previously mentioned these data (bulleted above) are being synthesised into a summary report that will feed into the two day workshop on 26/27 November. Outputs from the Windsor Workshop will be added to this and converted into a public consultation document for release in January 2010.

The outputs will include a series of skills and knowledge grids, defined by client market, supply chain role and readiness for change (ie 1, 3, 6, 10 years) which will also map against the milestone dates for ZC homes (2010, 2013, 2016 and beyond). We shall also be identifying actions required by others to support the changes necessary to enable the home building industry to cope with, and thrive in, an intensive period of change.

5.0 Next Quarter

The consultation period for both the ZC Home Building Skills Project and the broader Home Building Skills Action Plan will take place during January and February 2010. We are in the process of identifying a number of meetings to be held by the HBF, NFB, FMB and CPA as well as other bodies where we shall offer to present our proposals from this work. Budgets permitting, we also hope to hold one or possibly two 'Have Your Say' type consultation events in either January or February to give a wider audience the opportunity to comment on our proposals and to offer ideas, assistance and comment regarding delivery.

We will do our best to respond positively to any request to meet with Professional, Trade or other related bodies as part of the consultation process – details will need to be submitted to either NHBC, ZCH or ConstructionSkills by the end of November for planning purposes.

We also plan to have more detailed meetings with those organisations identified as undertaking related work, eg ConstructionSkills, HCA (Academy), CLG, UK-GBC, CIC (Carbon Criticality Group), DECC, East Midlands led Pathfinder Construction Project (FE colleges). It is hoped that this project can help to identify and start to draw together a range of associated projects and their outputs to make it easier for the home building and wider construction industry to assimilate. This will undoubtedly be a follow on activity for those tasked with delivery when this project phase concludes in March 2010.