CONSTRUCTIONSKILLS COMPACT

Heads of Agreement

ConstructionSkills, DIUS and the LSC

Delivery of the ambition set out in this compact is predicated on achieving the targets and ambition set out in this Heads of Agreement. Achievement of each year’s agreed milestones will form the basis for review and agreement of future year’s commitments.

Apart from the flexibilities within the Train to Gain service set out within this compact, the standard Train to Gain eligibility and funding arrangements apply.

Anticipated Outputs (over three years)

- 6,500 traditional apprenticeship starts (£46.7m)
- 2,111 specialist apprenticeship starts (£33m)
- 500 SME supported starts (£3m)
- 3,000 Skills Pledge commitments
- 50,000 plant operatives qualified (£50m) all these are level 2s; 70% of them will be first level and about 30% of the delivery will be second level 2s

The LSC - the offer to employers will be as follows:-

Second level 2 will be in the following:

- Plant Operation
- Piling Operation
- Demolition

Skills Pledge

ConstructionSkills will build on its successful Skills Pledge campaign and will aim to generate a further 1,000 skills pledges a year over the next three years. It is already using its grants to support employers to develop training plans and in return is seeking a commitment from each company to take on an apprentice and to be involved in other workforce development initiatives. ConstructionSkills will work closely with the LSC and Regional Development Agencies to develop a coherent programme of support to the Construction sector so that industry funding and public funding through Train to Gain can be used in the most effective way.

Other key outputs / volumes

- **SME supported Apprentices Status:** We want to introduce a Construction Bursary Scheme for potential apprentices. The proposal is based on providing bursaries of up to £1,200 to allow prospective atypical diversity apprentices to work on site for up to 12 weeks (£100/week) prior to commencing employment. It is anticipated that 500 people annually will enter apprenticeships via this route over the three year period. The annual cost is £600,000 and the three year cost is £1.8m.
DIUS/LSC and ConstructionSkills have agreed:

- To work together in expanding the National Skills Academy for Construction (NSAfC) which is supporting the employment and skills needs of major construction projects, including the Olympic sites, Building Schools For the Future, housing, hospitals and other infrastructure projects.
- To work closely on the development of the National Apprenticeship Service to ensure that it is able to draw on the experience and the resources that ConstructionSkills has in working with the construction sector both as an ITB and SSC in providing support to both employers and young people. The aim will be to complement and not duplicate services.
- To continue to implement a qualifications strategy for the sector that is fit for purpose and meets the needs of employers, young people entering the industry and the existing workforce.
- To work together in supporting the house building sector so that valuable skills are not lost in the short term while plans are developed to develop the skills needed to meet the Government’s targets for additional new homes. We will also work together on plans to reduce CO₂ emissions in existing buildings and in responding to helping the construction industry by developing appropriate skills programmes.
- To support the continuing development of Bircham Newton as a centre of excellence supporting the industry in developing skills that will be in demand over the coming years to support major projects and in ensuring that specialist skills and practical application of skills can be delivered for all levels from craft through to graduate level. This will include looking at ways to expand the Constructionarium, which provides specialist hands-on construction experience to undergraduates.
- The LSC to support a national Train to Gain post (£70k per annum for up to three years).
- The LSC to work with ConstructionSkills on up to two marketing campaigns which will be funded and scheduled as part of the Train to Gain marketing and communications strategy (up to £120,000 in year one)