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London East
2003-2005

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Workforce Development Action Plan
Construction



Learning+Skills Council
London East

Action to March 2003

We participated in the national on-site and assessment and training (OSAT) pilot scheme to qualify the existing workforce.

We have continued to support organisations working towards Investor in People recognition.

We have been working with construction professionals and awarding bodies to create new frameworks for NVQs (National Vocational Qualifications).

We commissioned, with other London Learning and Skills Councils, pan-London research into skills gaps and shortages in the industry. This was to help us plan for the sector's future training needs.

<p>Increase understanding of the labour market and employers' needs</p> <p>We will:</p> <ul style="list-style-type: none"> • increase the quality and range of labour market information on a regional and subregional basis to help plan the supply of education and training available to the sector • raise awareness of the employment / skills needs that will emerge through major infrastructure projects planned for London East / Thames Gateway, and enable local people to access those job opportunities through appropriate education and training activity, and • encourage greater employee engagement in learning to improve individuals' skills and adapt to industry changes. 	<p>Partner organisations</p> <ul style="list-style-type: none"> • Business Link for London • Centres of Vocational Excellence (CoVEs) • Construction Industry Training Board (CITB) • Further education colleges • Higher education institutions • London Development Agency (LDA) • Private-sector employers • Thames Gateway London Partnership (TGLP) • Work-based learning providers
<p>Increase employer engagement in learning</p> <p>We will:</p> <ul style="list-style-type: none"> • increase the levels of ongoing learning in the construction workforce regionally and subregionally, and • take an active part, with other London LSCs and the LDA, in the 'pan-London Construction Skills Forum', led by the CITB. 	<p>Partner organisations</p> <ul style="list-style-type: none"> • Business Link for London • Centres of Vocational Excellence (CoVEs) • CITB • Further education colleges • Higher education institutions • LDA • Private-sector employers • Thames Gateway London Partnership • Work-based learning providers

<p>Increase the relevance of learning supply to the sector</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • establish an ongoing forum for providers of construction skills training. 	<ul style="list-style-type: none"> • Business Link for London • Centres of Vocational Excellence (CoVEs) • CITB • Further education colleges • Higher education institutions • LDA • Private-sector employers • Thames Gateway London Partnership • Work-based learning providers
<p>Improve the range and quality of learning supply</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • continue to encourage the Centres of Vocational Excellence in London East in their work, and • use e-learning and paperless portfolios to increase learning and assessment opportunities. 	<ul style="list-style-type: none"> • Centres of Vocational Excellence (CoVEs)
<p>Increase the awareness of learning opportunities</p>	<p>Partner organisations</p>
<p>We will work with partners to:</p> <ul style="list-style-type: none"> • increase the opportunities for gaining information advice and guidance about careers at all levels in the sector, and • raise employer and employee awareness of learning opportunities, assessment and accreditation facilities, including e-learning, and on-site assessment. 	<ul style="list-style-type: none"> • Business Link for London • Centres of Vocational Excellence (CoVEs) • CITB • Further education colleges • Higher education institutions • Information Advice and Guidance Partnerships (IAGs) • LDA • Private-sector employers • Work-based learning providers

Increase the capability of staff and prospective staff in the sector

Partner organisations

Accreditation

We will:

- commission a feasibility study to explore options for supporting existing work-based learning providers to expand their provision and become registered OSAT providers, and
- work with the CITB to ensure adequate provision of the OSAT health and safety test for the City and London East – and thus meet an identified need.
- Specifically, we will seek applicants to develop a forum for stakeholders to meet and exchange feedback on training requirements of employers across east London. Additionally, the network will deliver provision for an increase in the number of east London based on-site assessors and trainers. A budget of up to £175,000 has been made available to establish the network, and achieve 75 OSAT assessors' qualifications.

- Sector employers, particularly small businesses
- Business Link for London
- Centres of Vocational Excellence (CoVEs)
- CITB
- Examining bodies
- Further education colleges
- Higher education institutions
- IAGs
- LDA
- Private-sector employers
- Work-based learning providers

Investors in People

We are:

- committed to supporting employers in achieving Investors in People. We will work with all 14 currently recognised IiP companies in the sector to maintain their performance and ensure that they continue to meet the standard at the point of re-assessment. We will expect to increase the number of IiP recognitions in the sector by 10% between 2003-05.

We will:

- also expect 10% more small firms to gain IiP status through the Small Firms Initiative (SFI).

Leadership and management

We are:

- supportive of activities that will lead to improvements in leadership and management in the sector.

Basic Skills

We will:

- support employees in the sector who lack basic skills, IT skills or English language skills to access appropriate learning opportunities.

<p>Improve participation and remove barriers to learning Encourage greater diversity in the sector's workforce</p>	<p>Partner organisations</p>
<p>We will:</p> <ul style="list-style-type: none"> • take an active part, with other London LSCs and the LDA, in the pan-London Construction Ethnic Minority forum, led by the CITB, and • work with partners to improve the image of the industry to encourage more young people, more women, and people from ethnic minority communities to join the sector and thus create a more diverse workforce. <p>Specifically, we will do the following.</p> <ul style="list-style-type: none"> • We will seek applicants to manage a project that will "encourage recruitment from the local area". There is funding for outputs including developed partnership arrangements, brokerage services, and the achievement of 150 nationally recognised employability awards, and 25 people into jobs. A budget of up to £275,000 has been made available to support work with key sectors including construction. • We will seek applicants to develop a training project that will increase the number of under-represented groups into the construction industry. A budget of up to £250,000 has been made available to support providers to offer taster/introductory and NVQ units in construction to women, ethnic minorities, and disabled trainees. • We will support programmes which provide skills training for occupations in which women are traditionally under-represented – with an emphasis on practical and skilled activities. A budget of up to £175,000 has been made available for the development and delivery of programmes targeted at women in non-traditional sectors for female employment, which includes building and construction. It is anticipated that 200 women would be trained and receive part or all of an accredited qualification. 	<ul style="list-style-type: none"> • Business Link for London • Centres of Vocational Excellence (CoVEs) • CITB • Further education colleges • Higher education institutions • IAGs • LDA • Private-sector employers • Work-based learning providers



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