

# Skills & Training Charter for Scotland

## BUILDING SUCCESS FOR SCOTLAND

### Engineering Construction Industry

#### Current Position

The continued success of the Engineering Construction Industry will depend on the industry providing a service to new and traditional Clients for new build and repair and maintenance projects on an increasing scale. Providing this service requires a fully skilled and competent workforce. Unfortunately the clock is ticking and demographic predictions give concern that we may not meet the future manpower requirements. The introduction of this Charter is to encourage Clients and Contracting Companies to put the skill shortage at the top of their agenda.

#### Opportunities

Clients can provide a stronger incentive and lead by incorporating in their bid documentation the need for Contractors to conform to the principles and objectives of the Charter and monitor their progress in achieving their commitment. Contractor Companies can achieve a commercial advantage by having a fully skilled and qualified workforce ready to meet the challenges ahead.

#### Goals of the Charter

Signatories to the Charter believe that this will contribute to the following shared goals:

- helping develop a more extensive pool of skilled operatives that will build and service the engineering construction projects of the future;
- give opportunities to school leavers and jobless adults to learn engineering construction skills that will be of long term value to them throughout their career;
- develop and create an improved industry culture of training a new workforce for the future and addressing succession.

#### Commitment

- We will favour contractors, and ask them to favour in turn subcontractors, who have a demonstrably strong track record in relation to apprenticeship training and up-skilling, including clear guidelines on the numbers of apprentices/trainees they will employ as a ratio to craftsmen.
- We will develop a performance measure and management system that will monitor the compliance of the commitments made by our selected contractors and their subcontractors.
- We will evaluate critically existing good practice where we have control and assist in encouraging the adoption of the Charter amongst other like-minded organisations.

#### Signatories

We the undersigned confirm that we support fully the goals and commitments as outlined in this Charter.

Print Name: ..... Signature: .....

Company: ..... Position: .....

Date: .....

**Skills & Training Charter for Scotland**  
**Client Support**

## Contractor Support



Doosan Babcock recognised the demographic predictions over ten years ago and systematically set out to attract and encourage new entrants to the Industry and develop existing adults by developing a strategy which clearly set out defined training targets for our Company and by utilising the full range of ECITB products to align the outcomes with recognised standards.

By being involved with organisations such as the ECITB, we have also been able to systematically augment the skills requirement to meet developing needs. In addition, we have targeted a growing number of directly employed apprentices for a number of years and have increased our intake of Graduates. Adopting this approach has not sheltered us from the growing success and demands of the Engineering Construction Industry. Meeting the current and future manpower forecasts will take a concentrated effort by all of the concerned parties in the Industry from Government through Clients to Contractors, Sub-Contractors and Unions.

The skills shortage has been at the top of our agenda for a number of years but in recognising the need for a unified effort by all, we fully endorse the aims of the Charter for Scotland.

*Ian Sloan, HR Manager*



HERTEL UK LTD is pleased to welcome and support the Skills and Training Charter for Scotland. We recognise that our success to date has relied heavily on the quality of our people, and we remain committed to their future development.

We believe that apprentices and trainees are the future of our company and the industry in general, and we intend to continue to recruit and develop young people and adults to support the services that we provide.

*Anne Yare, Head of HR - Group*



In signing up for this Skills and Training Charter for Scotland, we, at The Shaw Group, not only endorse the Charter, but also embrace this strategy to allow opportunities for young people to be given the platform to continue their education and build a skill set that will last them throughout their life time and ensure that the lasting legacy for industry is a core skills that will ensure our engineering and construction industries remain strong for the future.

We already have a policy of employing apprentices and actively mentor this group to ensure that they fulfill their commitment to learning their respective trades throughout their time with us.

*Colin MacDonald, Scottish Regional Manager*



By signing this Charter, Watson Norie are confirming our continued commitment and ongoing support within the engineering construction industry as encouraged within the Training Charter. We are pleased to identify our full support of this Charter in both our aspirations and practically in our continued commitment in operating an ongoing training process, bringing new people into the industry year on year in direct relationship to our skilled employees.

*Wilson Jack, Scottish Regional Manager*

# Skills & Training Charter for Scotland

## Stakeholder Support



When Unite the Union, Amicus Section launched their report 'Building Success for Scotland' to the Scottish Parliament Cross Party Group for Construction in October 2005, we pointed out the challenges facing essential Scottish infrastructure and Building Services throughout the Construction Industry in relation to skills, apprenticeships and training.

As a consequence of the report, an initiative to develop a Skills and Training Charter has gained support from the Scottish Region of the ECITB, further support has been forthcoming from the National Construction Industry. Unite wishes the Skills and Training Charter continued success in achieving the targets required to significantly increase new entrants of apprentices and trainees into the Construction Industry.

*John Quigley, Regional Secretary*



The ECITB has an important, central role in facilitating and delivery of the skills development for the industry.

The ECITB is committed to assisting employers and individuals to ensure that their skills and competence needs are met and supports the principles in this charter as a means to encourage more investment in and alignment of training activity in the industry. The Charter is wholly consistent with the three main strategic strands within the ECITB's strategy which are:

- developing and influencing the supply chain of education and training to better attract and train entrants to engineering construction;
- providing expertise and financial assistance to employers to increase their workforce capacity and capability;
- assuring the skill and competence of individuals to national standards to increase productivity and safety performance.

*David Edwards, Chief Executive*



The NJC has enthusiastically welcomed the development and implementation of the Skills and Training Charter for Scotland.

The success of the Engineering Construction Industry relies heavily, not only on the competence and ability of those working in it, but how those skills and competencies are developed to meet growing technological challenges and personal development.

To meet tomorrow's resourcing demands the ECI has to be an industry of choice for school leavers and graduates. Initiatives such as this will help us meet those goals

*Jock Simpson, Executive Chairman*



GMB welcome the Charter as a major step forward in communicating the demand to increase new entrants into the Engineering Construction Industry. We fully endorse the principles outlined in the Charter and wish every success in introducing much needed fresh recruitment into our industry.

*Harry Donaldson, Regional Secretary*

# Skills & Training Charter for Scotland

## Stakeholder Support

**SCOTTISH  
PARLIAMENT  
CROSS PARTY  
GROUP FOR  
CONSTRUCTION**

I write on behalf of members of this Cross-Party Group, representing construction in the Scottish Parliament. We have considered the Goals as set out in the above Charter and I am asked to congratulate the organisations supporting this Charter in their aims to improve the skills within your sector of our industry.

We are aware that Scotland has a strong training tradition, and we support any initiative to ensure that this position is continued and extended. This group recognises that we have a strong economy and good career opportunities are available.

We hope that contractors will support this initiative and encourage more young people to join our industry and that they will also provide a visible career progression route to ensure we have a workforce available to meet the positive future workload which is being predicted by all.

We wish this Charter every success and we will welcome an update on its progress from time to time.

*Marilyn Livingstone (MSP), Convenor*



The SJIB, through SECTT (the training organisation that delivers the SJIB's Electrical Apprenticeship Training Programme) makes its own considerable contribution to the training of electricians in Scotland. We welcome this Charter and fully support the concept of encouraging more new entrants into the Engineering Construction Industry to ensure its viability for the future. This Charter provides an opportunity to communicate the Industry's needs and to encourage clients and contractors to become proactive in the recruitment and training of Apprentices and Adult Trainees.

*Danny Carrigan OBE, SJIB Chairman*



Notwithstanding the considerable contribution made to training by many ECIA members, a substantial increase in the levels of investment in skills, apprenticeships and training is required in order to ensure the future viability of the Engineering Construction Industry. This Charter is an instrument, which can greatly assist that goal and it affords the opportunity to secure our Industry's competitiveness and long-term future. We commend it to you.

*Mike Hockey, Managing Director*



On behalf of the Thermal Insulation Contracting Industry, the Thermal Insulation Contract Association are delighted to endorse the Skills & Training Charter for Scotland. We believe the future of the Industry is in the development by training of school leavers in the traditional role of apprenticeships and the training of young adults.

*Ralph Bradley, Chief Executive*