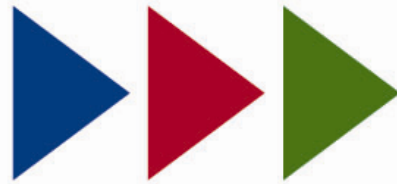


SKILLS&TRAININGCHARTER



CLIENT SUPPORT

CONTRACTOR SUPPORT

STAKEHOLDER SUPPORT

***Building Success for
the Engineering
Construction Industry***



Current Position

UK Market Review Resource Issues

Goals and Opportunities

Demand and Investment

Commitment



Current Position

- Endorsed by the ECITB Scottish Regional Group.
 - S&TC is not owned by a single organisation.
 - Endorsed by ECITB Scottish Regional Forum as a means to tackling the perceived problem.
 - Working group formed to agree content/format of Charter.



Current Position

- Skills & Training Charter

- Developed to Help Build Success for ECI in Scotland.
- Aims to encourage Clients/Contractors to put more emphasis on training.
- Client needs – maintaining current facilities.
- Help alleviate manpower shortage in coming years.
- Charter details **Opportunities** available, **Goals** to be realised and **Commitment** required.
- Identifies Clients, Contractors and Stakeholder approval to date.

Current Position

- Requires a fully skilled and competent workforce.

SKILLS&TRAININGCHARTER

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- ECI has observed fluctuating priorities of work:
 - 1980s-mid 1990s 75% new build, 25% R&M.
 - Subsequent 10 yrs – reversal.
 - Last 2 yrs – fairly uneventful.
 - Change now evident again.
- Importance of ECI:
 - Provides 1.5% to UK GDP.
 - Grangemouth contributes – 5% to Scottish economy.

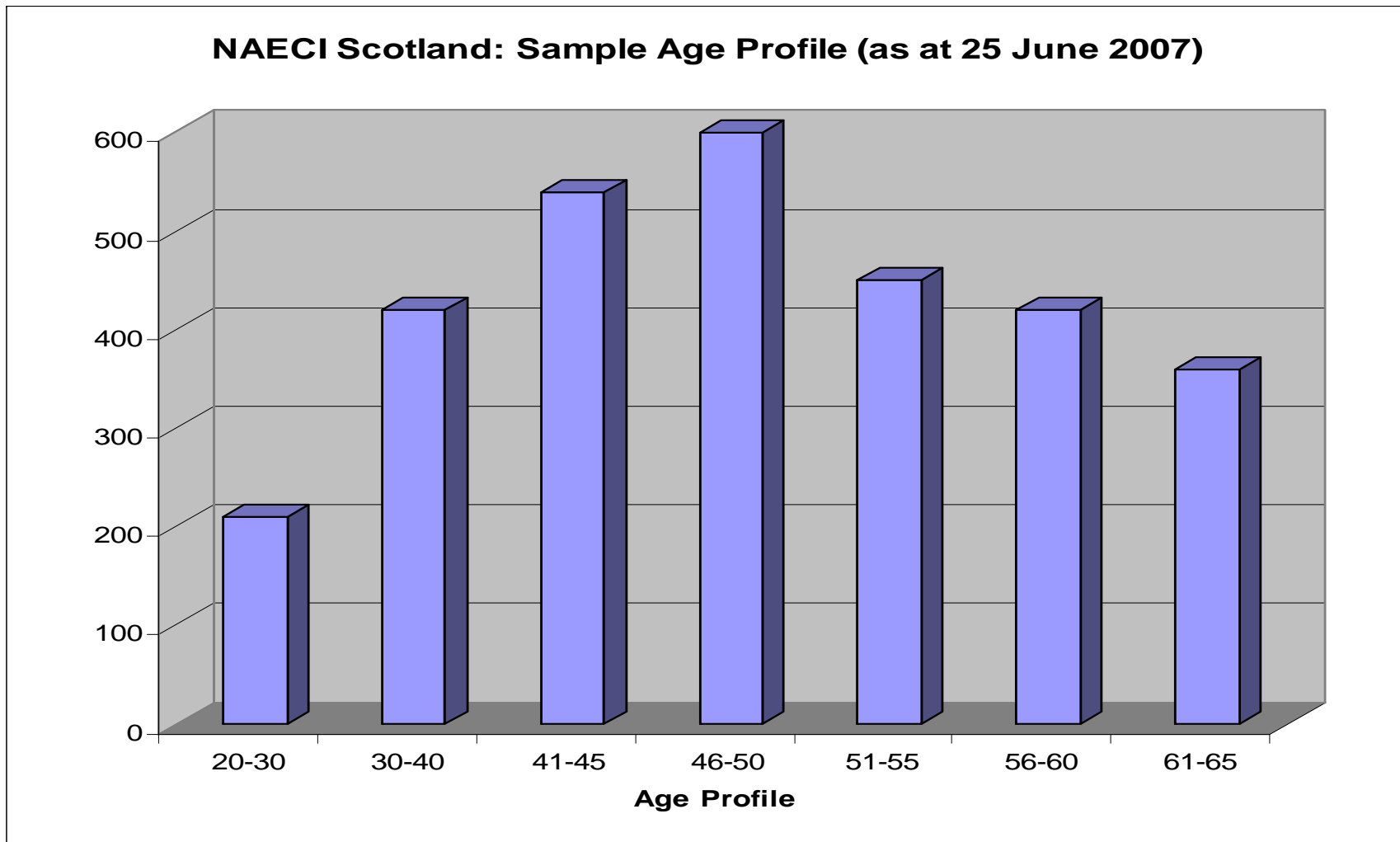


Current Position

- Requires a fully skilled and competent workforce.
 - Most activities require suitably trained operatives within the culturally safe working environment required.
 - ACE Competency Scheme – helps maintain standards of competency across all trades.

Current Position

- Opportunity for Clients and Contractors
 - Clients can look forward to having necessary size of workforce.
 - Contractors have a more flexible workforce.
 - Each party sees a sustainable workforce to meet the challenges ahead, and across Scotland, ensuring right level of continued investment is maintained now and beyond.



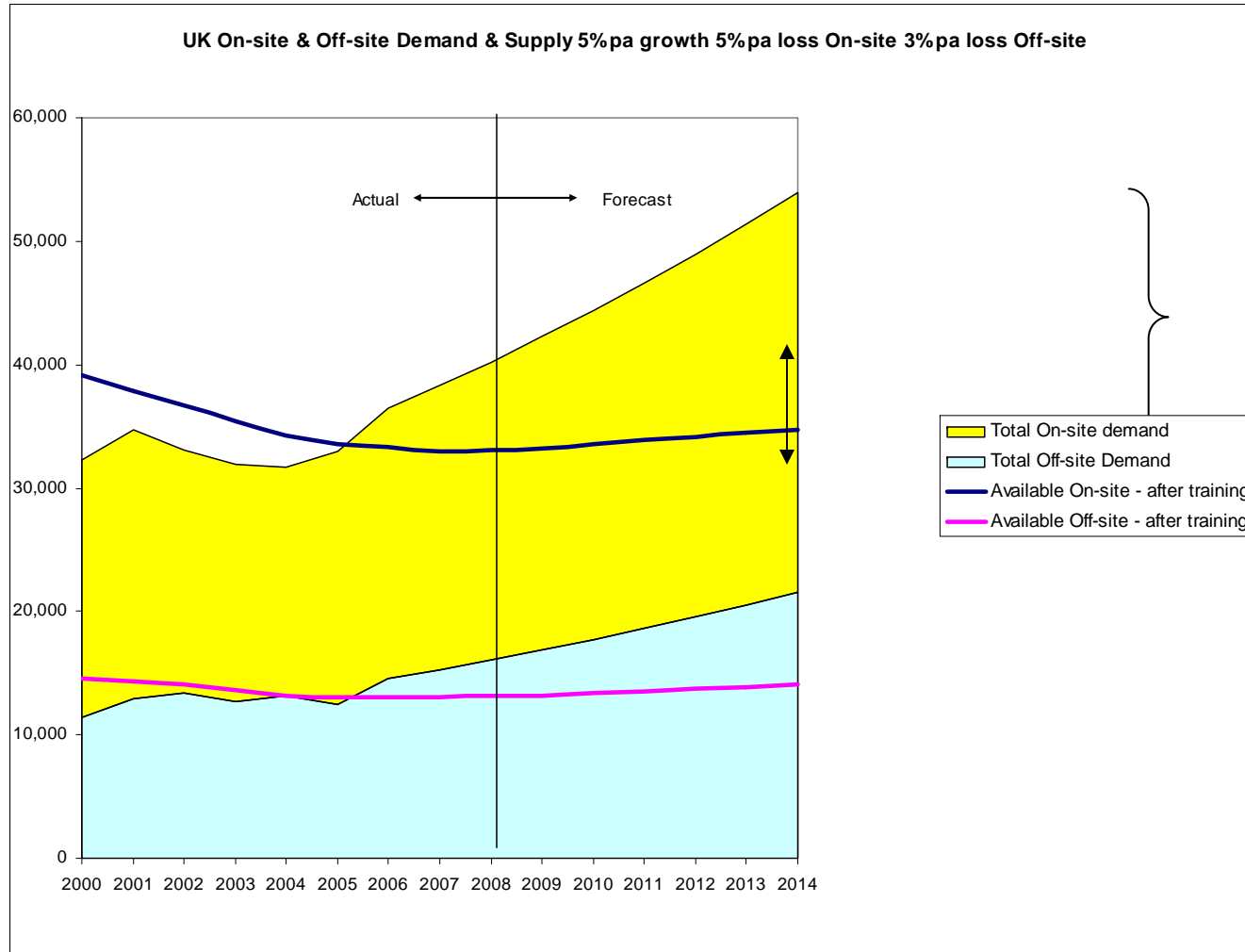
Estimated 3000 Scottish Labour pool



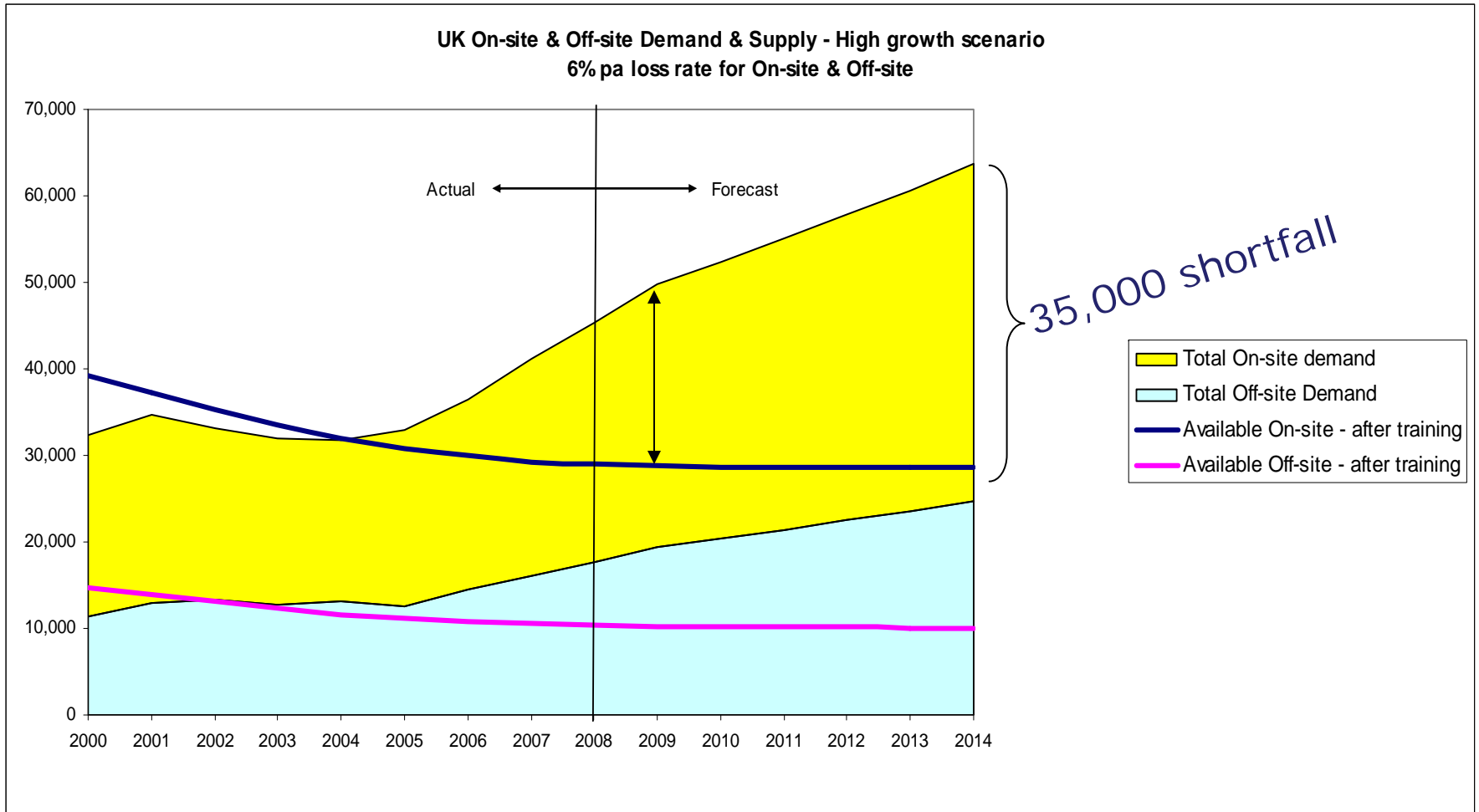
Workforce Demand Scenarios

- Best Case:
 - 2% or less annual growth
 - Rate of loss is 3% or less
 - ECITB will largely meet demand

Median scenario: 5% growth and 3-5% loss rate



Worst case scenario: high growth and moderate (5-6% pa) loss rate



Major UK Labour Requirements

UK Wide

LCPD Upgrades
New Build Nuclear
Offshore Wind
National Nuclear Waste Repository
CCGT New Build
NDA Clean up
Energy From Waste Plant
ASCRs
SCRs

West & Wales

Pembroke CCGT 2GW
Uskmouth CCGT 800MW
Dragon LNG Terminal
South Hook LNG Terminal
Milford Haven 115 mile gas pipeline
Refinery Upgrades/Expansion
Milford Haven CCGT 1500MW
Port Talbot CCGT Plant

South West

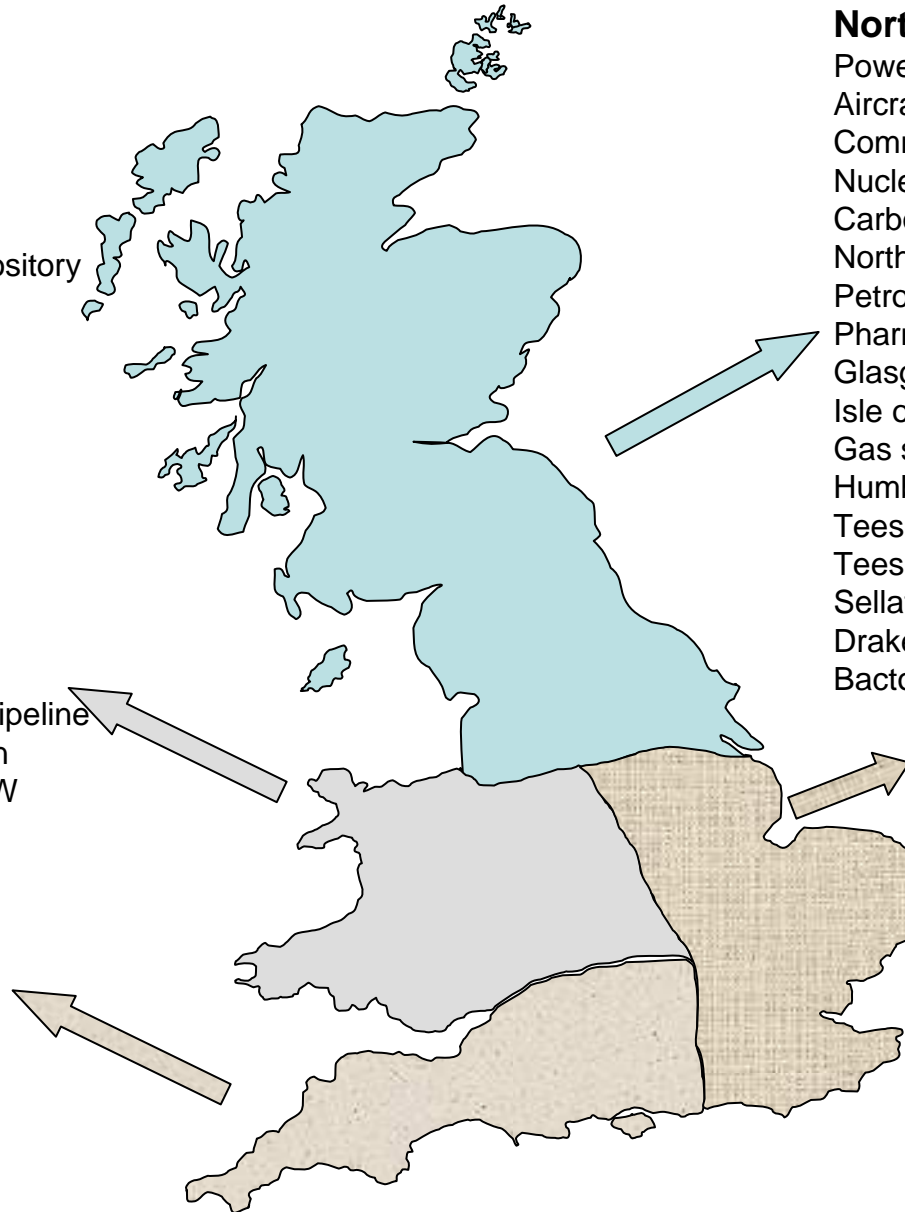
Langage CCGT 800MW
Marchwood CCGT 800MW
AWE Aldermaston
Aircraft Carrier New Build
CHP/Biomass Plant
Chemical Plant Upgrades

Northern England & Scotland

Power Generation Upgrades
Aircraft Carrier New Build
Commonwealth Games
Nuclear Decommission
Carbon Capture Project
North Sea spend
Petrochemical Investment
Pharmaceutical Investment
Glasgow & Edinburgh Airport Rail Links
Isle of Lewis Wind Farm & Renewables
Gas storage projects
Humberside Refinery Upgrades/Expansion
Teesside Chemicals Plant (Sabic)
Teesside CCGT
Sellafield Projects
Drakelow CCGT
Bacton Interconnector

London & South East

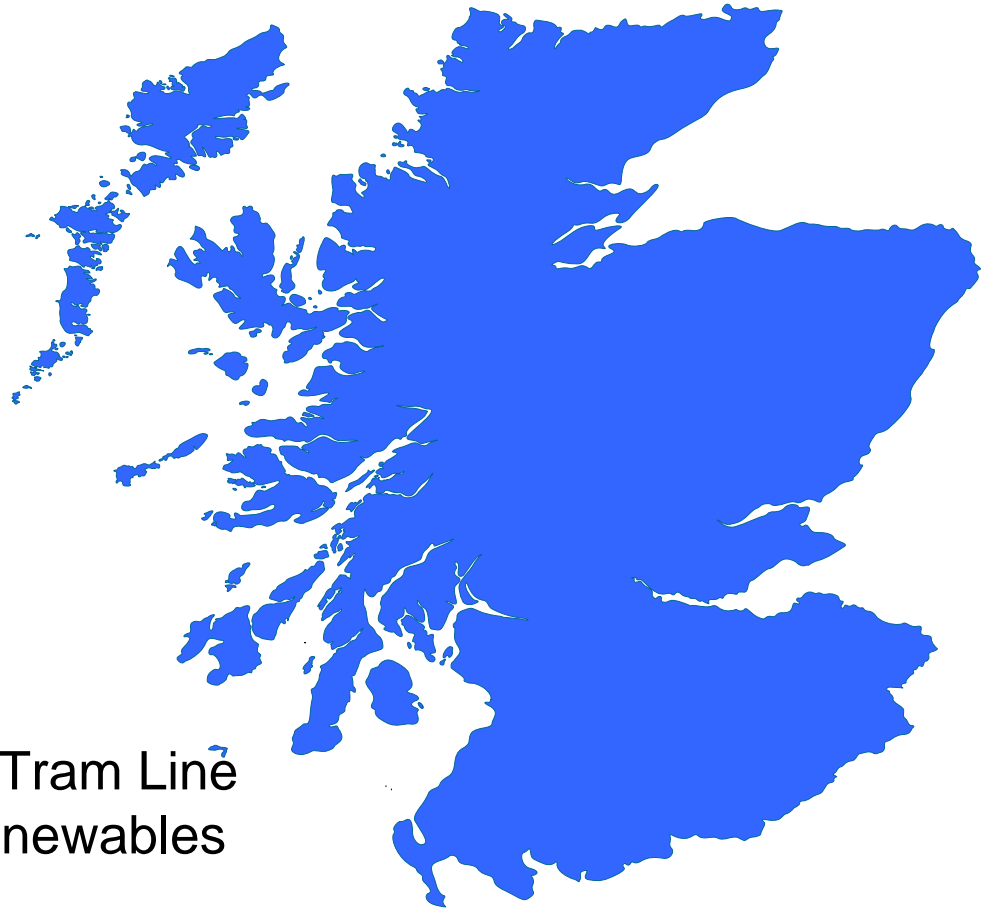
Heathrow T5 & Upgrades
Stanstead & Gatwick Expansions
London Array Wind Farm
Olympic work
London New Build Civil
The Cross Rail Link
Isle of Grain Phase II LNG
Isle of Grain CCGT
Felixstowe Port Expansion
New Build Coal – Tilbury / Kingsnorth



Skills & Training Charter for Scotland

Scotland

- Power Generation Upgrades
- Aircraft Carrier New Build
- Commonwealth Games
- Nuclear Decommission
- Carbon Capture Project
- North Sea spend
- Petrochemical Investment
- Pharmaceutical Investment
- Glasgow Airport Rail Link
- Edinburgh Airport Rail Link & Tram Line
- Isle of Lewis Wind Farm & Renewables





Goals and Opportunities

- We need your help to develop and sustain a pool of skilled operatives that will build and service the Engineering Construction Industry of the future.
- Develop and create an improved industry culture of training a new workforce for the future and addressing succession.



Labour Pool Growth

- 3000 Baseline Pool
- 5% Loss rate
- 3% replacement supported by ECITB = 90
- 2%+ required = 60+ to meet 5% loss



Client Support

- Clients to sign up to the Charter
- Include in contract documents
- Training at the top of the your agenda
- Commitment

SKILLS&TRAININGCHARTER



CLIENT SUPPORT
CONTRACTOR SUPPORT
STAKEHOLDER SUPPORT

Commitment



SCOTTISH PARLIAMENT
CROSS PARTY GROUP
FOR CONSTRUCTION