

# BUILDING SUCCESS FOR THE 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 include in our evaluation of contractors, and ask them in turn to similarly include in their evaluation of subcontractors, consideration of the contractor's 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 review information regarding apprenticeship training and upskilling in relation to the scope of work activities provided 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, in principle, the goals and commitments as outlined in this Charter.**

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

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

Date: .....

