



**SKILLS &  
TRAINING  
CHARTER**

# CONTRACTOR CHARTER

## BUILDING SUCCESS FOR THE ENGINEERING CONSTRUCTION INDUSTRY

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The Engineering Construction Industry's most valuable asset is its people. They design, construct, maintain, renew and dismantle the UK's strategically important industrial infrastructure. For the most part they work in safety critical environments and are highly mobile; moving from project to project, site to site, working for many different customers and employers. It is therefore essential that these individuals are competent. It is also essential that their competence is properly recognised and validated. They need to be highly skilled and have the knowledge and understanding required to carry out their roles effectively, efficiently and safely, ensuring a high level of productivity is achieved. Clients, Contractors, Government and the general public need to have confidence in their abilities whether they are Chartered Engineers or apprentices. The industry also needs to attract individuals to embark on careers in the many disciplines available.

This Skills and Training Charter gives Contractors the opportunity to commit to the skills development of their contractor workforce by signing a pledge that will ensure the competence of that workforce now and for the future.

### Goals of the Charter

- To help develop a more extensive pool of skilled and competent individuals that will design, project manage, build and service engineering construction projects now and in the future.
- To give opportunities to school leavers and adults to obtain engineering construction knowledge, skills and qualifications that will be of long term value to them and the industry throughout their career.
- To develop and create an improved industry culture of training, and developing the workforce for the future and addressing succession.
- Promote the signatory of the Charter as a positive force for skills development within the industry.

### Commitment

#### We will:

- Identify the training and development needs of our existing workforce, and set these out in an annual plan of action, to ensure future workload needs are met by building individual capability.
- Identify the future capacity needs of our organisation and recruit and train sufficient individuals to meet current and future workload requirements.
- Wherever possible, commit to recruiting and training young people on Apprenticeship Programmes to meet our future capability and capacity needs.
- Where necessary, commit to recruiting and training graduates to meet capability and capacity issues.

### Signatories

We the under signed, fully support the goals of the Charter and endeavour to achieve the targets detailed.

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Chris Claydon, Chief Executive