National Skills Academy for Construction

SYNOPSIS
To consider applying for status for the National Skills Academy for Construction which will change how the Council procures construction contracts so that we may maximise the use of local labour, skills and training.

1. Relevant Background Details
As part of its ambitious economic development agenda, the Council is committed to enhancing the delivery of apprentices and workplace training. This means using procurement to promote investment in skills both when letting new contracts and working with existing contractors where contracts have been awarded on a voluntary basis.

It has long been recognised that local authorities have an opportunity to leverage a significant amount of training and employment opportunities through their capital works programmes and using their powers under planning policy and development control. The National Skills Academy for Construction (NSAfC) can assist us in this programme. Appendix 1 provides information on the Academy and more can be found on www.cskills.org/nsacademy

2. Report
Corby Borough Council will incorporate construction-related training and employment conditions that cover:

- New construction projects by the Council;
- The Council’s capital programme for housing, repairs and maintenance.

It is an aspiration to secure ‘Academy’ status for the above. In terms of implementation the Council aims to:

- Embed training and employment opportunities within the procurement process;
- Reduce unemployment levels within the Borough;
- Improve workplace skills;
- Provide new apprenticeship opportunities;
- Develop local supply chain opportunities;
- Increase educational opportunities for young people, through work placements apprenticeships and other vocational learning (eg diplomas).

The Council uses a range of framework and JCT Traditional and Design and Build (2005 Revision 2) contracts. It is intended that these contracts will have employment and skills plans (ESP) added into the special conditions section. Contractors will then produce a method statement detailing how they will deliver against the employment and skill plan targets.

3. Options to be considered (if any)
3.1 Do Nothing
3.2 Apply for status for the National Skills Academy for Construction to embed training and employment plans into the procurement process of Corby Borough Council construction related contracts which will generate benchmarked targets to achieve in terms of delivering apprenticeship and training opportunities and reducing unemployment among local residents.

4. Issues to be taken into account:-

**Policy Priorities**

Membership of the National Skills Academy will play an important role in the Council’s Economic, Development, Jobs and Skills ambition to create 30,000 new jobs of mixed skills by 2030, create an internationally competitive labour force and implement the National Skills Charter.

**Financial**

The National Skills Academy (NSA) Network is managed by the Skills Funding Agency. And so each (NSA) has a trademark license with the SFA, which expects (NSA) to uphold the brand to a number of different ends, which includes, for example, their financial sustainability as an organisation.

As part of (NSA) responsibility we must demonstrate the impact of our status and we do this through the interventions which take place.

SPONSA is our proposed management information system/ performance management tool/ and audited system.

The use of SPONSA is encouraged as it ensures you, as a Client, are able to demonstrate that you are delivering the outcomes that allow us to allow you use of the trademark. Without evidence of outcomes we are unable to allow continued use of the National Skills Academy for Construction logo.

SPONSA Fees

- Year 1 Fee - £3,150 plus VAT
- Year 2 Fee - £2,400 plus VAT
- Year 3 Fee - £2,400 plus VAT

Includes training for two people and licences, maximum 1 day.

**Legal**

Corby Borough Council construction projects will be amended on an individual basis to ensure our aspirations via the Academy status are maximised.

**Human Rights**

None directly with this report.

**Equalities**

The Academy project will be managed by the Borough Council in line with its Equality Policy and procedures.

**Sustainability**

Use of local contractors in local projects is likely to lead to reduced environmental impact of construction. If the status is applied for, the Council will work with local agencies such as Electric Corby and Northants Enterprise Partnership to pursue local construction approaches that embed low carbon design and match CBC commitments to encourage environmentally sustainable regeneration and growth.
5. Conclusion

By using the National Skills Academy for Construction (NSAfC) will enable Corby Borough Council to play its part in ensuring that we invest in promoting skills in Corby during the current downturn and beyond. This involves using the procurement process to address the construction industry’s skills needs now and for the future to support young people, adults and the businesses of Corby.

6. Recommendation

That the Council:-

i) apply for Academy status and purchase a 3 year SPONSA membership to support that.

Background Papers

Briefing Paper for The National Skills Academy Construction

Officers to Contact

Cheri Falkner – Procurement Officer   Ext 4680
Angela Warburton – Assistant Chief Executive   Ext 4003
About us

ConstructionSkills

ConstructionSkills is an organisation with a track record of over 40 years of successfully meeting the training needs of the industry.

ConstructionSkills is responsible for:

- Overall governance of National Skills Academy for Construction projects
- Consistency of approach and delivery in all regions
- Cost effective administration and management
- Products and services which are required nationally
- Training which others cannot provide

Within ConstructionSkills, the National Skills Academy for Construction has its own national and regional governance arrangements, with employers at the centre of these arrangements, but working closely with other key partners.

Clients

Councils and regional development agencies, public partnerships and the Olympic Delivery Authority have all put their projects under the National Skills Academy for Construction umbrella. They have recognised the benefits that are to be gained in terms of upskilling their local workforce and training local people into local jobs.

Employers

Major developers and construction companies are already taking part, with market leaders such as Balfour Beatty, Bovis Lendlease, Costain and Kier operating National Skills Academy for Construction projects.
Become part of the Academy

National Skills Academy for Construction projects each have a **project skills co-ordinator** to liaise with everyone involved. This includes contractors and sub-contractors throughout the supply train as well as on-site workers.

Project participants can get information and assistance from the project skills co-ordinator to help them obtain the **skills they need** or the extra skills they'd like to learn.

Advice on **funding and training** will also be available.

Non-traditional candidates such as experienced workers are exposed to training, reaching the parts of the industry that traditional training models cannot.

**Employees earn qualifications while they work** and have the opportunity to put into practice immediately what they have learnt.

Workers and managers are trained in the exact skills needed to deliver specific construction projects **to standard, on time and to budget**.

It will provide the contractor with great **PR opportunities** nationally and regionally.

**Local Authorities**

National Skills Academy for Construction approval ensures that projects have the right skills. Employees also receive the necessary training to deliver the project on time and to budget.

A better-trained workforce can make a real difference in efficiency, helping you to meet required timescales and save money.

Training targets can be specified within contracts, meaning that if a key skill is identified as missing in the community, within reason, it can be included as part of the project.

Accredited projects can ensure you meet wider targets such as:
• Economic development

• Money is brought into the area both in the short term and the long term. The project brings economic benefits while it is in progress. But a trained local workforce could also create a pull for companies to move into the area.

• Local community skills targets

It can help you meet ‘Train to Gain’ targets both for young people and the population in general. It helps to develop workers, building skills and wider literacy and numeracy abilities as part of the project.

• Better employment opportunities

• As the local community becomes better trained it broadens opportunities for employment and increases the local skill base.

For guidance on writing initial contracts including the type of training, please email your enquiry to nsacademy@cskills.org with the title ‘Help with writing contracts’.

Educational Provider Support

Schools and Colleges

Many local schools and colleges have students who want to get into construction, but don’t know where to start or what the industry is looking for. The National Skills Academy for Construction can provide real, current knowledge and experience of the construction industry.

Schools and colleges can get involved in a National Skills Academy for Construction project by sending students on site visits, or through apprenticeships and on-site training.

Key people from projects are also available to visit and give talks to students to provide real life examples of on-site work, what they’re doing on that particular project and the types of skills they need.

By working closely with the project skills co-ordinator, external training providers can also come into schools and talk to the students, providing short training sessions within the school environment.

This helps to educate schools and colleges about the projects themselves, what is happening, why employees are doing what they’re doing and the techniques being used.

Students get a wider education into what is required in the building industry, the skills they need and how to get involved. The National Skills Academy also provides great support for new diplomas and apprenticeship schemes.
Client Based Approach

The National Skills Academy for Construction provides a framework to bring together all partners involved in a project to co-ordinate skills needs and training delivery. Partners include:

- employers
- clients
- contractors
- ConstructionSkills
- the Learning & Skills Council
- training providers
- universities
- local authorities
- regional development agencies, and
- Jobcentre Plus

The National Skills Academy for Construction provides an ideal opportunity for the public sector to work with construction suppliers more effectively.

Organisations appointing contractors for construction projects can set the training, upskilling, work experience and community support you need in your region.

The model supports existing high quality training which meets employer-defined standards, helping to encourage increased investment in training.