

Building
Products

Coatings

Extractive

Glass

Printing

Paper

Furniture

Training Provision & H&S Target Regimes

- The Vision
 - UK industry provides a safe and healthy workplace for all employees
 - All employees are trained and competent to work safely
 - New entrants receive universally recognised and standardised basic training in health and safety

Conclusions drawn

- Range of courses and providers is vast.
- 2000 providers conservative estimate,
- Several courses from different providers carry the same or similar titles, no indication of content therefore comparison difficult.
- Majority of provision carries no accreditation, suggesting that response to employer needs is of greater importance than an endorsement.
- The purchaser of training should always check on the accreditation status of any course , as well as its content and relevance, and the standards on which it is based before committing to the purchase.

Other findings

- Variations in the amount of detail on provider or accrediting websites,
- Examples of unaccredited course being delivered with the same title of an accredited course.
- Issues with naming, and levels e.g. NEBOSH diploma in Occupational Health and Safety (level 6 new NQF), whilst RSPH Advanced Diploma in Health and Safety (level 3 new NQF)

- Health and Safety is not listed as an occupational area on QCA or SQA websites
- Wide range of customised courses – Learn direct lists over 5000 courses. A majority are not externally accredited and a significant number carry no certification

Conclusions

- Framework for training and accrediting H&S practitioners is well established and appears suitable for purpose.
- Substantial and effective H&S training provision on generic subjects, available in UK
- Competitive and responsive

Recommendations

- Encourage course providers including FE and HE to provide freely accessible course information
- Review of www.ukstandards.org.uk and www.accreditedqualifications.org to allow easier identification of H&S quals.
 - And to differentiate between generic standards/qualification and sector/industry/job specific
- All courses attracting Government funding should be mapped to NOS and signposted to POPIMAR

- LearnDirect to only promote/offer courses which are assessed and certificated.
- SSCs to advise relevant sectors on H&S training.
- Suppliers of training to provide relevant information to assist employers in making decisions.

H&S Target Regimes

- Target Regimes are defined for the purpose of this report as:
 - “***schemes where joint action plans are undertaken to achieve industry targets for improving health and safety performance***”.
- Target regimes may be lead by an industry body, a trade association or the HSE. These target regimes are both supported and encouraged by the HSE.

- A number of industry Target Regimes were identified during the course of the research. Those identified exist mainly within the manufacturing and processing sectors. Some cover an entire sector, but the majority concentrate on industries within a sector.
- Illustrative examples follow from:
 - Ceramics
 - Glass and Glazing
 - Concrete Products
 - Cement Manufacture
 - Foundries
 - Waste
 - Quarries
 - Rubber
 - Paper
 - Print
 - Ship Building
 - Coatings

- **CONCLUSIONS**
- Early indications report that these target regimes have contributed to a significant reduction in accidents in their respective sectors, some better than others.
- bulk of the work undertaken within the target regimes is restricted to the Manufacturing Sectors specified within the HSE remit.
- Working together is an essential element for success; indications are that an active lead is needed from employers (usually in the form of a trade association/s), whilst other participants should include HSE, unions, professional bodies, SSC, education and training providers.

Recommendations

- Target regimes would seem to have benefits for all sectors/industries. Schemes could operate covering entire SSC footprints, or sub-sectors/industries as deemed appropriate.
- All target regimes should be based upon a collaborative and partnership arrangements involving employers and other stakeholders.
- Successful schemes have used training to underpin targets (some even have training targets). This is recommended as good practice; the involvement of the SSC (or its representative lead trainer/s) should ensure the most appropriate training is included.

a successful target regime would include:

- Lead by industry
- Active participation by a representative cross section of employers from the industry
- Active participation and guidance from HSE
- Include relevant SSC/s
- Include other relevant stakeholders, for example Trade Associations (who with agreement could provide services such as data collection and secretariat), Professional Bodies, Trade Unions.
- Have clear aims and objectives
- Have clear priorities for action and measurable targets
- Have agreed data collection systems
- Have formal commitment to aims, objectives and targets by all partners
- A system for sharing information and best practice across regimes (a function that could be done by HSE)