

**CONSTRUCTING
EXCELLENCE**

in the built environment

Tom Harper
Regional Director
South West



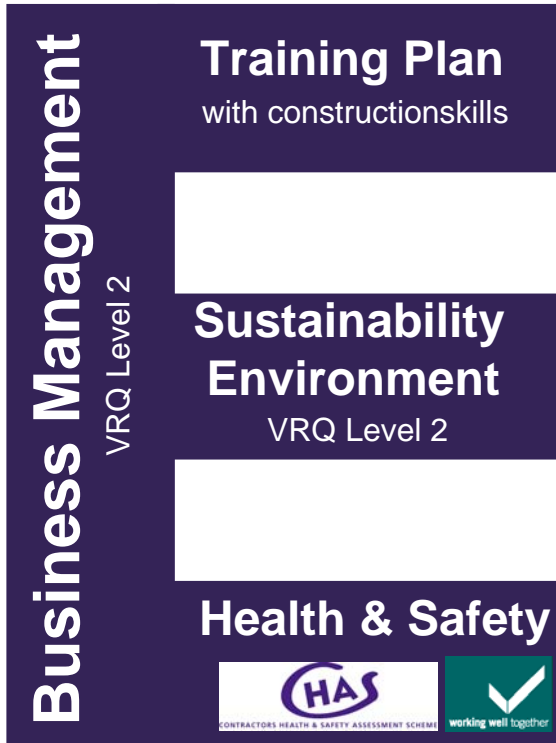
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The Constructing Excellence 'Essential E'
Essentials training for small and medium sized enterprises



www.constructingexcellence.org.uk/regions

To contact the delivery team in your area

Each training element is delivered in one day.
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The Essential E

Strategy plus training packages

A Constructing Excellence led strategy working in partnership with HSE, FMB and LA Building Control to reach SMEs combined with appropriate training packages for essential company skills covering key areas of legislation



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SMEs – who are they ?



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Company Sizes

Demonstrate the High Numbers of SMES as a percentage of Businesses in the construction Industry as a whole

Construction Statistics Annual

Table 3.7 Private contractors: Number of firms¹⁻⁴ by size of firm and region of registration

3rd Quarter 2005

Size of firm (by number employed)	North East	Yorkshire & the Humber	East Midlands	Eastern		All	South East		All
				East Anglia	Beds, Essex, Herts		Kent, Surrey, Sussex	Oxon, Berks, Bucks, Hants	
1	1,630	5,165	5,460	3,624	6,770	10,403	7,206	6,777	14,073
2-3	1,532	4,540	4,608	2,768	4,900	7,577	5,464	4,001	10,455
4-7	897	2,404	2,178	1,230	2,082	3,320	2,521	2,265	4,787
8-13	406	1,010	878	408	767	1,265	971	844	1,814
14-24	248	570	501	277	400	676	458	442	900
25-34	93	196	156	89	128	217	163	120	292
35-50	108	174	163	66	115	181	131	140	271
60-70	22	53	50	21	40	61	38	31	69
80-114	23	40	33	17	29	46	30	20	50
115-200	30	67	49	23	31	54	29	36	65
300-500		18	7		15	19	4		7
600-1,100	} 10	} 11	} 9	} 7	} 8	} 11	9	} 9	16
1,200 and over							6		8
All firms	5,008	14,275	14,100	8,629	15,202	23,831	17,119	15,694	32,813

Size of firm (by number employed)	Greater London	South West	West Midlands	North West	England	Wales	Scotland	Great Britain
2-3	5,102	6,580	5,052	5,438	50,892	2,706	3,722	57,320
4-7	2,508	3,127	2,549	2,804	24,664	1,467	2,303	28,435
8-13	1,000	1,190	1,101	1,272	9,053	543	1,103	11,590
14-24	525	624	560	753	5,366	330	645	6,341
25-34	169	193	182	243	1,741	98	199	2,037
35-50	150	160	160	230	1,606	88	234	1,928
60-70	54	45	50	69	474	20	79	573
80-114	56	34	43	65	390	20	50	469
115-200	55	42	37	75	474		65	556
300-500	18	5	14	25	122	} 21	24	148
600-1,100	5	} 7	10	} 7	60		} 9	65
1,200 and over	13		5		52	..		56
All firms	17,835	19,845	15,989	17,427	161,133	8,503	13,008	182,644

South West

Sole traders –	7813
Employing 2-3	6589
Employing 4-7	312
Employing 8-13	1199
Employing 14-24	624
Employing 25-34	193
Employing 35 -59	169
Employing 60-79	45
Employing 80-114	34
Employing 115 – 299	42
Employing 300 – 599	5
Employing 600 and over	7

74%



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WALES

Sole traders –	3200
Employing 2-3	2706
Employing 4-7	1467

87%

Employing 8-13	543
Employing 14-24	330

Employing 25-34	} 257
Employing 35 -59	
Employing 60-79	
Employing 80-114	
Employing 115 – 299	
Employing 300 – 599	
Employing 600 and over	



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WEST MIDLANDS sort

Sole traders –	6235
Employing 2-3	5062
Employing 4-7	2640

87%

Employing 8-13	1101
Employing 14-24	624

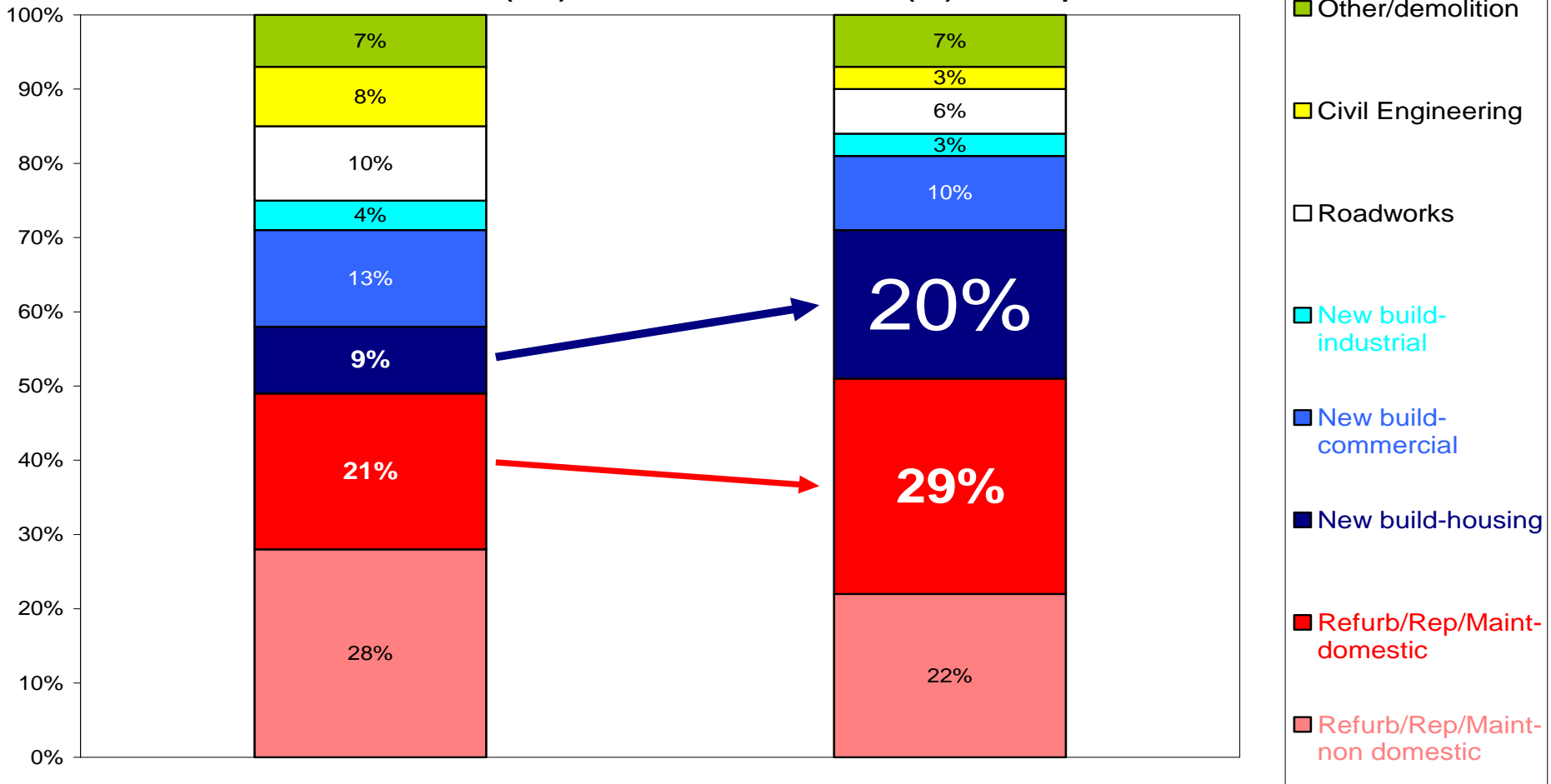
Employing 25-34	}	337
Employing 35 -59		
Employing 60-79		
Employing 80-114		
Employing 115 – 299		
Employing 300 – 599		
Employing 600 and over		



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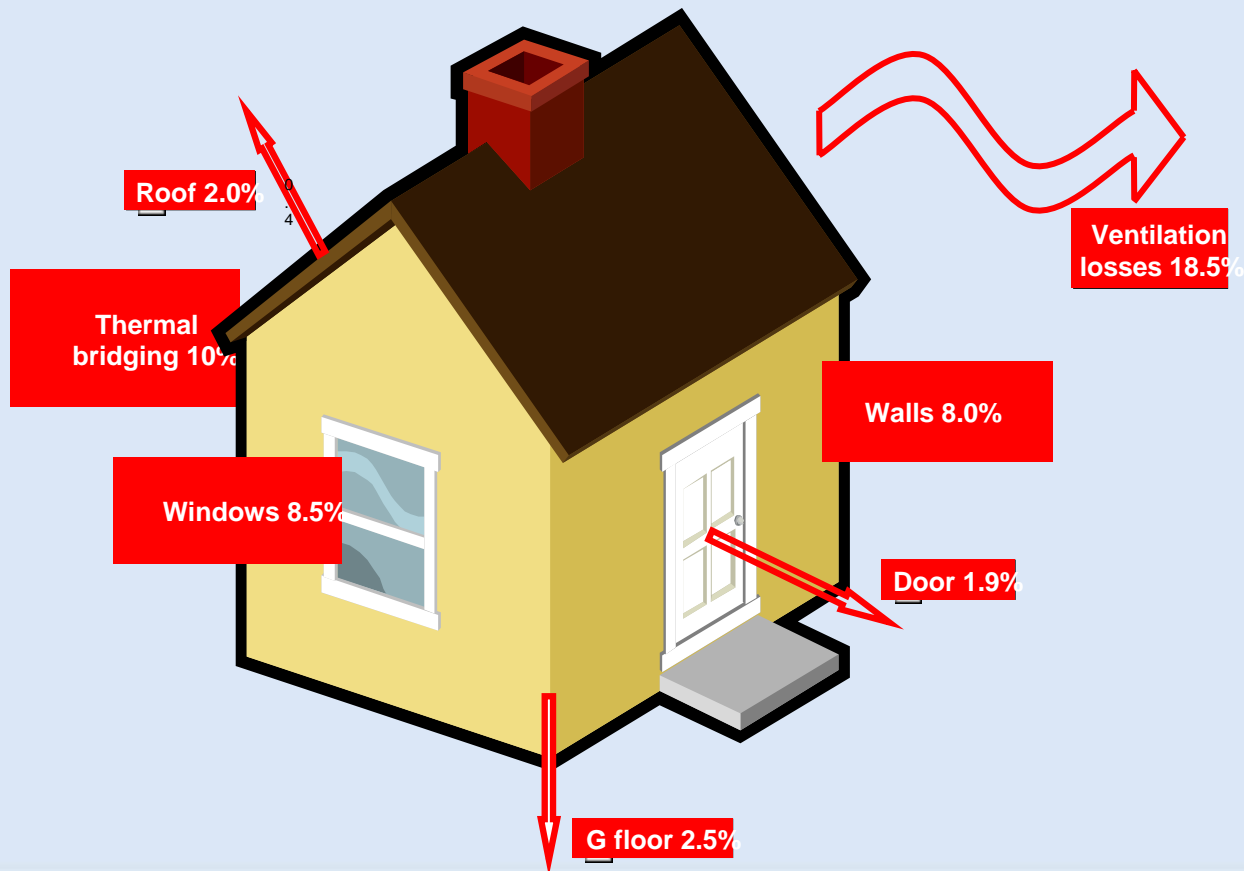
Where the rises in fatalities have occurred

Where Fatal accidents have increased 2006/07p (FataIs database)
 1999/00-2005/06 (536) (77) 2006/07p



Improving energy performance of the existing housing stock

Small builders critical to achieving up-grade



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A high proportion of small businesses fail
in the first year
16% up in construction sector

Then came the credit crunch!

Typically a tradesman starts to run a company
with no real understanding of the legal
requirements and how to run a business



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The Problems

Lack of suitable strategies and training courses for small builders

Training focused on individuals but not company size

Poor take up of apprentices among SMEs



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Developing a strategy to reach SMEs

Plymouth pilot 2005

Establishes techniques for working in partnership with Building Control Officers to reach SMEs

Somerset Roll Out 2006

Safety training in partnership with Building control Officers across Somerset Officers to reach SMEs

Constructing Excellence Demonstration Project

What should good look like for micro SMES?

Meetings with industry wide groups to establish a full training package which has become known as the Essential E

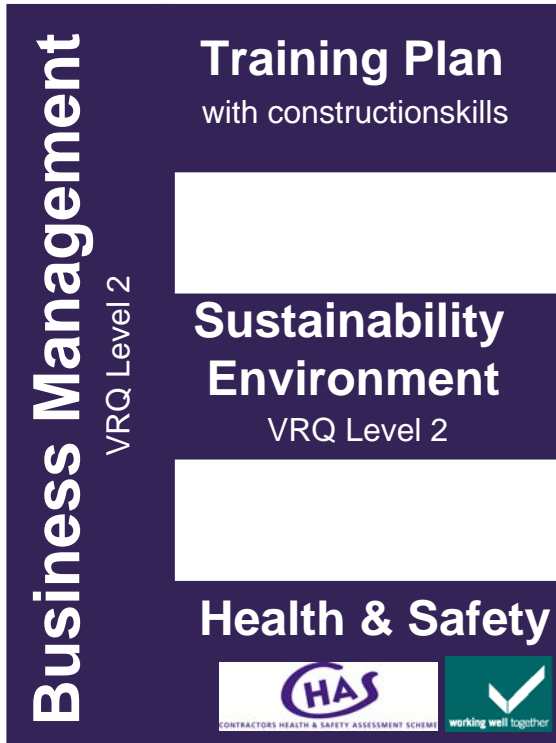


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HEALTH AND SAFETY

Overall Learning Objectives:

A one day health and safety basic awareness course covering the HSE 'High 5' issues, legal requirements, and the CHAS accreditation scheme.

This training briefs the candidate as to the requirements of the CHAS Scheme. Joining the scheme, which requires a separate submission by the candidate and an assessment by the CHAS scheme, indicates a contractor who has demonstrated compliance with basic legislation and sound management of H&S

Assessment for 4 and under Employees is £65 – could be free if assessor provided via WWT or local authority.

Will cover for 2 years. – A more costly accreditation will only last one year but will provide cheaper insurance through AXA and Zurich – Prep for this is a one day training event by WWT


RESIDENTIAL NEW BUILD ONLY

HOUSING CORPORATION & ENGLISH PARTNERSHIP (HC/EP) FUNDED & MOD NEW BUILD RESIDENTIAL ONLY

BOTH NON-RESIDENTIAL & RESIDENTIAL NEW BUILD

NON-RESIDENTIAL NEW BUILD ONLY

EXISTING BUILDINGS

KEY	National policy		SW Regional Spatial Strategy			Sustainable Construction Strategy				
2008	2009	2010	2011	2012	2013	2015	2016	2018	2019	2020
Mandatory CSH rating	<10 CSH L3 10+ CSH L4	-25% CO ₂	10+ CSH L5		-44% CO ₂		Zero carbon			
Mandatory water efficiency standard										
EP/HC/MOD CSH L3				HC/EP CSH L4		HC/EP CSH L6				
Mandatory Site Waste Management Plans	20% on-site rrw energy			-50% landfill		Zero net waste				Zero landfill
	20% of £1m+ projects BREEAM EX >1000m ² BREEAM VG -25% CO ₂							Public sector zero carbon?	Commercial zero carbon?	
Existing Buildings Review	Refurbished to CSH L3/BREEAM VG	+20% EE								

CSH L = The Code for Sustainable Homes Level

BREEAM VG or EX = BREEAM Very Good or Excellent

INTRODUCTORY CERTIFICATE IN SUSTAINABLE CONSTRUCTION

Overall Learning Objectives

At the end of this course you will be able to:

Identify key areas affecting energy performance of buildings

Identify ways in which common construction activities impact on the surrounding environment

Identify ways to reduce the generation of waste and implement a site waste management plan

Show an understanding of key elements of sustainability/environmental construction related legislation

Show an awareness and understanding of the main types of renewable energy systems commonly used on small scale construction projects

INTRODUCTORY CERTIFICATE IN BUSINESS MANAGEMENT

Overall Learning Objectives:

At the end of this course you will be able to:

Understand the importance of having a clear business idea which has been planned effectively.

Understand why it is important to establish that there is a market for the product or service before commencing business operations.

Know the range of basic legal requirements that government places on a business.

Understand the importance of controlling costs and setting effective prices for profitability.

Understand the importance of effective financial control and management.



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Developing processes and collaborative strategies to reach SMES



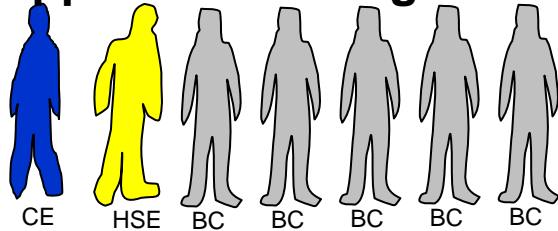
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The Essential E Process

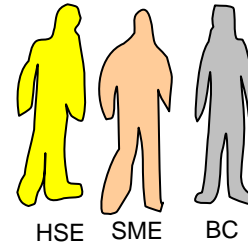
Regional Team established

Construction Skills, Constructing Excellence, Working Well Together ,

Gain support of Building Control

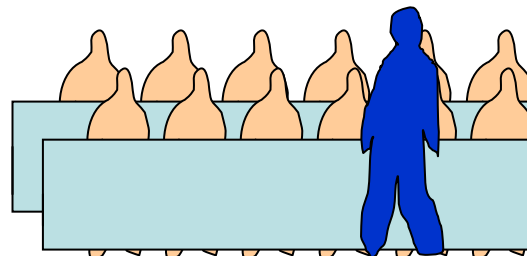


First contact with SME



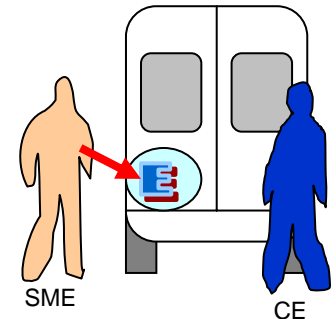
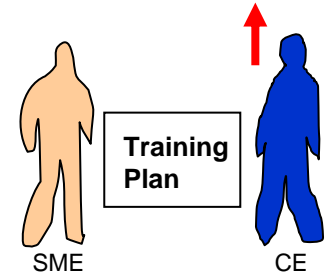
SME attends training

Business Skills
Health and Safety
Sustainability



Set up Training arrangements

CHAS
CONTRACTORS HEALTH & SAFETY ASSESSMENT SCHEME
Database





Health and Safety training in Bath and North East Somerset December 07

L-R Pete Creese trainer (loaned free under the Working Well Together Campaign by ISG Pearce Group) Yvonne Mazzotta HSE, Steven Parsons Senior Building Control Surveyor. BANES funded the venue.

Yvonne had partnered with Steve in tours of his patch prior to setting up the event in the same geographical location.



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Partnership Solutions For SMEs

A list of the industry groups meeting with Constructing Excellence on a regular basis to ensure industry support and input into the training content and strategy for SMEs.

Construction Confederation

Construction Skills

FMB

National Construction College

CHAS

Genesis Centre Taunton

Health and Safety Executive

Working Well Together



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NVQs are skills based qualifications, that is to say that they assess the skills that a person actually possesses. An example would be an NVQ Level 3 in Construction Site Supervision see:

<http://www.edexcel.org.uk/quals/nvq/building/3/supervision/>

Assessment is through the collection of a portfolio of evidence which has to be assessed by an internal assessor and verified both internally and externally.

This can be a rather lengthy process and at the end simply shows that you have the skills to do the job to a particular level. One of the consequences of this is that you have to be already doing the job to get the qualification.

VRQs are more aspirational in nature; the ITEC Diploma and our introductory course are good examples. They test knowledge and understanding through some form of assessment e.g. exam, assignment, role play even, which is marked either externally or internally with external moderation. Obviously you can get a VRQ without having demonstrated the skills required to use them in a job.



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In Summary

Relevant courses free or low cost to SMES

One key point of contact for Building Control which is essential if they are not to be overwhelmed by trainers.

The qualifications are designed to be achieved in one day thus minimising impact on small business

The VRQ level 2 – a proper qualification perfectly suited for this strategy Plus CHAS accreditation - and thus all elements by independent examination.

FMB piloting the business skills course in 5 regions, CIAPS.

Pilot in place for unemployed

REGENERATION

Cskills Funding YES – train to gain funding???? – Jan 08



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