



NEWS JUST IN

Great news for those of you struggling to find OSAT Providers, especially now that Accrington College have withdrawn their Assessors from the OSAT programme. Check out this Provider and these prices on offer to you as members of NW Roof Training Group! Get in touch with Mark Bell of the NVQ Centre to register whilst this offer still available.

Remember OSAT means no College attendance, as the operatives are assessed on your site at your convenience, and completion means both a qualification and a fast route to CSCS cards.

Reduced prices are as follows:

NVQ LEVEL 2 £650 + VAT	NVQ LEVEL 3 £750 + VAT	NVQ LEVEL 4 £1000 + VAT
NVQ LEVEL 6 £1400 + VAT	NVQ LEVEL 7 £2000 + VAT	



REMEMBER too, that you can claim an achievement grant of a minimum of £400 from CITB following completion.

Contact Mark Bell, Business Development Manager
Tel 07375 508656; Email markb@nvq-centre.co.uk
Tell him you're a member of NW RTG

DIARY DATES: 25th April - Rochdale 9th May - M6 Corridor, Warrington Area TBA

We're running morning Surgeries in conjunction with CITB staff, to update you/and or your staff on all sorts, to include information on Apprenticeship grants, how to apply for CITB attendance grants, Go Construct - the new site embracing all construction careers, guidance on Work Experience, applications for flexible and structured funding to fund your special projects etc.

We'll publish up a schedule once you tell us your priorities. You'll be able to drop in and out on the subjects which interest you.

Note: the NFRC NW Region/NW Roof Training Group AGM's were to be held on 9 May, however, they've been postponed - new date to be advised.



MORE NEWS JUST IN :

There are huge changes ahead on the training front. Last week, the NFRC descended on Parliament for an all Party Parliamentary Group for Roofing. The main theme throughout the event included training and the need to ensure a supply of skilled workers. A number of presentations took place and the conclusions from the Roofing

Sector Workforce Development strategy were highlighted.

We say "KEEP UP THIS PRESSURE NFRC and create a stronger, more professional roofing sector for the benefit of all stakeholders including contractors and manufacturers, as well as home and building owners"!

RECORD NUMBERS STARTING CONSTRUCTION APPRENTICESHIPS



Construction apprenticeship starts are at a record high, according to figures released by CITB during National Apprenticeship Week (6-10 March).

Almost 25,000 people started a construction apprenticeship in 2015/16 across England, Scotland and Wales. This represents a 25% increase in the past two years as apprentice starts have shot up from 19,973 in 2014 to 24,899 in 2016. This is the highest figure since the present way of recording apprenticeships began in 2003, yet not enough youngsters are joining our sector. It's a fact that many of our roofing operatives are ready to retire, and with the latest news on the boom in construction, it's even more important that we attract new young blood to join our profession.

We urge you to consider taking on an apprentice - it's great for growing your business! Up to £10,500 grant can be available to fund costs; the Roofing Workshop at Bolton College has recently taken another group of learners, and right now, it's full to capacity, however, there'll be the usual intake in September.

Contact Deborah Hockett for initial information, not just on Roof Slating/tiling apprenticeships but on roofing across the board deborah.hockett@citb.co.uk

**** Check out Go Construct, the website which is all about construction careers. You can sign up and register free of charge and one of the many features means you will be able to list your job vacancies! (see feature page 3)**



NEWS JUST IN FROM ONE OF OUR TRAINING PROVIDERS, VERITAS

This company offers a multitude of training courses from the Site Safety Plus range and others. They have a special offer at the moment - they will come to you and train at your own premises at a cost of £500 + vat (They're also offering a cracking rate for SMSTS day release - £365!).

Contact Debra tel 0161 219 1499
email dcconnell@veritassafety.co.uk

BUILD A BETTER BUSINESS... TRAIN



FIRST AID TRAINING

1 & 3 day Courses with M-Power Activity Services - up to 10 delegates at your place on weekdays, evenings, weekends - guide price £450 for the 1 day course.
Contact John Dixon mpowerservices.co.uk tel 01928 581408

GOOD NEWS FROM CITB! Over 25,000 new construction jobs to open up in the North West

Construction in the North West is booming with 25,000 new jobs expected over the next five years, according to a major forecast out recently from CITB

The annual Construction Skills Network (CSN) five-year forecast reveals that massive infrastructure projects - such as Liverpool2 that will more than double the carrying capacity of the Port of Liverpool and the £1 billion expansion of Media City in Salford - will drive growth of 2.5% each year from 2017-2021. This is significantly above the UK average of 1.7% growth. Projects in Cumbria, the Wirral, Preston, Manchester and Liverpool and soon HS2, show that construction in the North West is on the up and the outlook for the next five years looks prosperous.





ANOTHER NORTH WEST WINNER!



In our last Newsletter, we highlighted success by Will Emerton as the winner of Skillbuild 2016, and Lacy Roofing's winning ways too. This time, we focus on Beverley Sexton, HSEQ, Training and HR Manager for Jackson Jackson, one of our long-time members from Rochdale. Bev's training role involves planning, arranging external training and undertaking internal training for all the 95 employees. She is responsible for 70% in-house training to include manual handling, first aid at work, working at height, COSHH, asbestos awareness plus the induction procedures for all new staff. Supporting employees to gain NVQs and other qualifications has resulted in a highly trained workforce which has enabled the company to move into new markets. She is behind the constant push for new apprentices which is supporting succession planning together with an enhanced reputation with clients. Directors of the Company have also obtained qualifications as a result of her support and they have become chartered CIOB members which has led to the Company becoming a Chartered Building Company.

Beverley's work with local schools, encouraging and inspiring students to enter the construction industry, never ceases and her latest role as a CITB Construction Ambassador will inspire even more. Jackson Jackson works with an organisation known as Procure Plus, which helps minor offenders and long term unemployed youngsters into apprenticeships, and it's Bev who is mentor for all current apprentices

Whilst this is a mere snapshot of Bev's talents and how she has inspired others to invest in their skills and development, she has also played a pivotal role in the development of training in the organisation and acts as both a champion and mentor to her colleagues at Jackson Jackson to such a degree that she was announced winner in the Learning & Skills Champion award in of the Greater Manchester Skills for Business Awards 2016.

BELATED CONGRATULATIONS TO YOU BEV!

GO CONSTRUCT



We included some brief information on this CITB initiative in our last newsletter. Since then, six of our member companies have come forward with volunteers who will soon be undergoing a day's training to become Construction Ambassadors. These folks are passionate about construction and willing to inspire and share experiences with potential new entrants, whether they're in or out of education. A Huge THANKYOU to you all!

It goes without saying that this will not only help new entrants, but it will also raise the company's profile locally and enhance the company's corporate responsibility.

HAVE YOU SIGNED UP TO GO CONSTRUCT YET? It's free and can help you to promote your own opportunities, providing marketing materials etc.

IT'S ARRIVED AND AVAILABLE FOR YOU & YOUR WORKFORCE!
IT'S AN ENORMOUS STEP FORWARD.

BASIC COMPETENCY PROGRAMME (BCP)

About BCP Project

The Roofing Industry Alliance has launched a major three-year investment with CITB, which will support over 5000 roofing operatives to undertake formalised manufacturer training.

Through the Basic Competency Programme (BCP), roofers will be able to apply for a red, experienced worker CSCS card (valid for three years) and go on to achieve a Level 2 NVQ roofing qualification. This is a collaborative project which brings together four roofing federations: The National Federation of Roofing Contractors (NFRC),

Single Ply Roofing Federations (SPRA), Liquid Roofing Waterproofing Association (LRWA) and the Federation of Traditional Metal Roofing Contractors (FTMRC) and coordinated by the Roofing Industry Alliance (RIA).

For the first time, the vital contribution that manufacturers play in training the roofing industry is being formally recognised. The BCP is formalising manufacturers' training and links it to a nationally recognised roofing NVQ qualification.

The programme supports training, competencies and qualifications via the approved BCP manufacturer training in all roofing disciplines: flat, metal and pitched roofing.

What are the Benefits to the Employer?

- A more knowledgeable, competent and multi-skilled employee.
- An employee who will be partly committed to obtaining a VQ.
- All training will be recognised within the industry and by CITB and delivered by a team of qualified providers.
- Assessment time could be reduced on the OSAT route.
- The generic element can count towards a SUP, again saving training days.
- Employees will have an enhanced CV which is likely to improve the opportunity of increased business.
- More trained individuals installing the system products, which can be added to the specification commitment to housing associations, local authorities, etc.
- Links with additional websites: LRWA, RIA, NFRC, FTMRC, SPRA and CITB, giving a greater social media presence.

What are the benefits to the individual?

- 3 Years Red Experienced Worker CSCS Card.
- The gaining of generic knowledge that can be taken into other roofing sectors.
- The completion of a recognised training programme with a certificate at the end.
- A contribution towards the assessment criteria of a vocational qualification with the mapping of specific elements across the programme.
- Gives the individual a better understanding of the roofing industry.
- Ensures a more competent operative when installing the manufacturers' products.
- Will become a benefit to the employer's workforce by improving their CV.
- Will already have the exposure to a VQ giving them encouragement to stay in the roofing industry and further vocation.
- Provide exposure to a VQ, encouraging them to further progress in the roofing industry as a vocation.

SEE OVER TO SEE THE LIST OF MANUFACTURERS TAKING PART

BCP Manufacturers

Roof Tiling	AWM Liquid Roofing	AWM Single Ply Roofing	Reinforced Bitumen Membranes	Hot Melt	Sheeting & Cladding	Hard Metals
Redland Monier	Alumasc Limited	Axter Ltd	Axter Ltd	Axter Ltd	Kalzip	ALM HM
	Bauder Ltd	Bauder Ltd	Bauder Ltd		Kingspan	Aperam
	Britannia Paints Ltd	CCM Europe	Chesterfelt			KME
Centaur Technologies Ltd	DANOSA	DANOSA				VM Zinc
Grace Limited	ICB (Waterproofing) Ltd	IKO				
Hyflex	Icopal Ltd	Icopal				
Icopal Limited	IKO Polymeric	Langleys Limited				
IKO Group	Protan	Soprema UK				
Kemper Systems	SIG Design & Technology					
Langleys Limited	SIKA Sarnafil					
Moy Materials Ltd	SIKA Trocal					
Polyroof Products Ltd						
Proteus Waterproofing						
Radmat Building Products						
Scott Bader						
Sika Liquid Plastic						
Soprema Ltd						
Stirling Lloyd Polychem Ltd						
Triflex (UK) Ltd						
Tor Coatings Ltd						
Tremco Ltd						
Westwood Limited						

WANT MORE INFORMATION?

CONTACT LIVIA WILLIAMS, RIA,
who will give you detailed information
Email liviawilliams@nfrc.co.uk
or tel 07841 019160

Making Work Experience Work for Your Business

Construction employers are increasingly turning to work experience as a way of finding the right person for the job, taking much of the risk and cost out of recruitment.

When you take someone on for work experience you're not only building them up, you're building your company up too. It can be a shortcut to finding the people your business needs to grow in future and builds strong links with the community.

What is work experience?

When you take someone on for work experience you're agreeing to get them involved in the type of work they might be doing as an employee. It's very flexible and you don't just have to put them in site jobs. You might decide to put them in an office position, send them off-site or a mix.

Work experience lets people get a feel for construction while you get to see how they perform. It's usually done by younger people like students and school leavers but others might try it if they're thinking about changing careers.

How can work experience help your business?

It makes hiring easier

You see if someone is right for the job quickly. You can even try out several people at the same time. This can be a lot less time consuming and expensive than hiring someone who turns out to be a bad fit.

It develops your staff

Managing people in a safe way on work experience can help your employees build their leadership skills. This can help get them ready for supervising jobs without expensive training. If your work experience person is under 16, although not essential, some staff may require a Disclosure and Barring Service check dependent on supervision arrangements.

It builds goodwill

Construction projects make a big impact when they start in a community. They can boost the local economy but they can upset some residents too. If you promote work experience, it can build goodwill during a project. This can also help with landing future contracts.

Finding people

It's not always clear where to find people for work experience. Schools, colleges and universities have different ways of working and it can be difficult to reach the right people at the right time.

The National Careers Service network of career advisers in England and in Wales, Careers Wales are there to help you get around these problems. Contact them directly for more information.

A Traineeship is an education and training programme with work experience that is focused on giving young people the skills and experience employers are looking for. Further information can be found by reading the Employer Guide to Traineeships.

Work experience myths

There are some common myths about work experience that might stop you from trying it out:

They're too much of a health and safety hassle

It's not as daunting as you might think. Normally you won't even have to amend your existing risk assessments, although there are some scenarios in which you will. There is plenty of support to do so from the provider, the Health & Safety Executive or the Government's own downloadable guide to work experience.

It's a drain on time and resources

The person on work experience will probably need some supervision from experienced employees. You can make the most of this by using it as career development for budding managers or supervisors. If your work experience candidate is under 16, you will need the staff supervising them to have a Disclosure and Barring Service check.

It'll cost the company money

There might be some small cost to work experience but it's nothing compared to hiring the wrong person. This is a chance to find strong candidates and improve your image in the community. You can even claim £200 from CITB following completion.

There's too much red tape

There's less to deal with for work experience than taking on a new employee. You'll still have to make sure that the workplace is safe like you would for anybody. GOV.uk has a handy guide, "Not just making tea....(pdf)" that makes the process simple for employers.

You'll need special insurance

If you already have Employer's Liability insurance then in most circumstances you should already be covered. You'll usually just have to tell your insurer if they'll be doing unusual tasks or the placement is longer than two weeks. Remember that it's always a good idea to tell your insurer about any changes like this. The Association of British Insurers has more information.

TIME FOR YOU TO OFFER WORK EXPERIENCE?

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WE'VE SPENT UP!

Since mid-2012, each year, we've been granted £25,000 by CITB to distribute amongst current active members of the N W Roof Training Group to fund training. This year has been very different, and we have now either spent, or allocated this entire amount already. The pot's empty!

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CONTACT DETAILS

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