

## Humber Training Group 2010 Strategy and Business Plan

Targets	Strategy and Business Plan
Membership	<p>I am very active with many partner organisations and attendance at events helps to promote the HTG. Attendance at Business Link events, links with the Hull Building Safety Group and Working Well Together Group are all ways of increasing the membership during 2010. Also referrals from the CDA's will also be followed up to engage new members into the group.</p>
Training Completed	<p>Members of the HTG are constantly informed about local training opportunities as well as the GTO arranging training for group members where appropriate. With a lot of work planned in the local area over the coming year, then I envisage more companies' upskilling their staff to ensure they win local and regional work.</p> <p>However, many member companies have upskilled over the past few years with the work I have done with them. What we will be looking at here, is helping to improve the skills of sub-contractors either directly as members of the training group or providing support and guidance via the major contractors.</p>
Business Reviews/ONA	<p>We have agreed 2 companies to attend and that will be carried out in February 2010. I will try and help to identify some training group members that can be used for the Business Review/ONA to be carried out. These reviews need to be carried out to enable the CDA to complete the SFEDI qualification. At the beginning of each year, I undertake a business review with all members to ensure that they get the right support from the GTO over the coming year.</p>
Displaced Apprentices	<p>I will continue to promote the benefits of recruiting a displaced apprentice amongst member companies and ensure that the list produced by the AMS team is distributed to members. I think on this front at times it can be difficult if there are not many apprentices in the right occupations in our area, then the matching process will not work.</p>
Apprenticeships	<p>Promote the benefits of Apprentices to all member companies – in the current climate; this may be more difficult, especially with many redundant apprentices around. I will refer member companies to Apprenticeship Officers as they have the most up to date and current information regarding Apprentices.</p> <p>I will certainly be looking at why some member companies have chosen not to use CSkills managing agency. I will ensure that all members are aware of the differences and benefits of CSkills managing agency, differences between Traditional Apprentices, PLA's, Redundant Apprentices and the other areas under the 14-19 agenda – employers need to know about the commitment and cost. We also need to ensure that it is meeting employer needs also, for a lot of the smaller companies, they are not able to send Apprentices on block release.</p> <p>I have had discussions with Christine Senior about working with the 4 colleges to put on an open day/morning or afternoon to invite employers along to meet the PLA's and understand what they are capable of, have an informal chat with a view to offering them a placement to help achieve their qualification. This will take place in Feb/March 2010. I will also be working with Apprentice Team to see if we can convert some Technical PLA's – we need to find out what funding is available in 2010 to support technical and other PLA's.</p> <p>Specialist Apprentices – there are a limited number of companies but will arrange for Mark Grime to visit to check if there is any scope in taking on Apprentices in a specialist occupation by putting together an in-house training programme. With the new Heritage skills, then we will need to explore what options are available in this occupation</p>

	<p>for any member companies getting more involved in this type of work.</p>
Qualifying the workforce	<p>Monitor the number of staff that hold CSCS or affiliated cards per member companies. Where gaps appear work with the member companies to either:-</p> <ul style="list-style-type: none"> <li>➤ Get experienced staff to get qualified via OSAT, EWPA</li> <li>➤ Upskill staff from labourer to craft</li> <li>➤ Upskill staff to a more technical/professional role</li> <li>➤ Take advantage of Leadership and Management Development training to increase the skills of the SMT.</li> </ul> <p>Achievement of NVQ's will ultimately lead to the application of CSCS/CPCS and other affiliated cards and help and support will be provided to member companies where necessary and time permitting to help them through the process.</p> <p>I will encourage member companies to keep records of levels of cards and expiry dates for CSCS/CPCS cards to ensure that cards are renewed before expiry dates.</p> <p>Also working closely with local providers to ensure that the process is as pain free for member companies as possible. Ensure that member companies are getting the best service from providers and accessing available funding where appropriate.</p>
MLDT	<p>I will make sure member companies are aware of the Leadership &amp; Management Diagnostic Tool and refer member companies to Paul Commons for him to do a demonstration of the tool. A demonstration at a Training Group meeting will also be arranged.</p> <p>This may be a good opportunity for companies to assess the skills within the workforce especially if they have had to make people redundant and re-organise their workforce.</p> <p>Business Link Yorkshire are planning a L&amp;M event, so I will investigate to see if there is any scope in promoting this tool at this event.</p>
14-19	<p>Encourage companies to offer work experience placements this is to include:</p> <ul style="list-style-type: none"> <li>➤ School children</li> <li>➤ Young Apprentices &amp; Diploma students</li> <li>➤ GCSE in Construction</li> <li>➤ Pathway to Construction – this is something new, so requires the employers to understand their level of commitment and the colleges to ensure that they are preparing the students for work placements</li> </ul> <p>Careers Events/promotions ensure that we are kept informed by people organising larger careers events and members get involved. This will include finding out what Industry days are being held across the local authority areas, also contacting individuals involved in holding Careers events e.g. Lynn Hope, Consortium for Learning. Also find out who the Young Ambassadors are in our area, if member companies do not have any, get them to talk to group members about the benefits and try and recruit some more Ambassadors locally.</p> <p>Working closely with local colleges and other local groups to deliver careers events for local schools promoting</p>

	<p>construction, Hull College are definitely interested in a careers event for construction – this was discussed in a recent Employer Group meeting at the college.</p> <p>We will need to investigate how many students will be looking for work placements – and try and arrange college open days or someone to talk to group members regarding availability and level of commitment. Maybe tie in the diploma students on the PLA event.</p>
Diversity	<p>Ensure that the CDA and Apprentice team within ConstructionSkills inform the GTO of any apprentices that fall into this category and are looking to be placed with an employer. I will also speak with local colleges to see if they have anyone on a full-time course waiting for a work placement.</p> <p>I will be looking at a cross section of employers to undertake the Diverse City game partially funded by the HTG to raise awareness on diversity issues.</p> <p>Also work with the other teams within CSkills to raise awareness, but we also have to be conscious of the pool of potential recruits in our area. We have a lot of foreign workers, but they do not fall into the categories of diversity for Cskills.</p> <p>A meeting with relevant individuals need to take place to ensure that we are familiar with all the initiatives relating to diversity e.g. STEP, Women into Work etc. and any new projects.</p>
Partners/stakeholders	<p>To liaise with the local colleges to check what advisory groups are set up and what employers are getting out of them. Grimsby and Hull are still active, not so sure about East Riding and North Lindsey. Find out from the Cskills staff that work more closely with the colleges, what benefit these groups have – should employers be leading these?</p> <p>Some member companies already attend these meetings, I don't feel we need every employer to attend, but we need to ensure that there is 2 way feedback for all member companies. So items can be fed into the college advisory groups and results/actions fed back to members.</p>
Products/Services - Publications and NCC courses	<p>When searching for training solutions to training needs that have been identified, then using CSkills publications to meet that training need will be suggested. This will help the company to save time and resources, but also may encourage some staff to be trained in the Train the Trainer qualification.</p> <p>As part of meeting member needs, I will search for the most cost effective method of delivery for members and where possible (numbers dictating) run locally. I will certainly liaise with NCC staff to negotiate a good rate for running of in-house courses and try to ensure that the best use of external funding is utilised.</p> <p>I have certainly in the past encouraged member companies on to some of the higher level courses delivered by NCC and where practical, we will get these delivered locally e.g. Site Manager Award and Construction Managers Award, plus we are also going to be looking at the Environmental training in more detail this year along with some of the more non-standard training that other providers are delivering.</p>
Strategy	<p>The Chair of HTG attends the observatory meetings.</p>

	<p>We need to ensure that this is fed back to training group members on progress/new initiatives etc. This will ensure that we are keeping up to date regarding developments like the National Skills Academies and where appropriate promote involvement from member companies.</p>
<p>Projects and Local Initiatives</p>	<p>There are no major local initiatives but I will certainly review this on a regular basis. There are a couple of areas; I want to keep a handle on as progress with these things could lead to training needs, meeting local authority and major contractors standards/requirements. YORbuild and Building Schools for the Future have been awarded locally so I will be keeping an eye on progress with these projects to see how we can get involved at various levels.</p> <p>I have over previous months been working with a local company to try and secure funding via the Enhancement Fund to help provide support in working more work with the local authority. This has not come to fruition yet, but I am always looking for opportunities that will ultimately benefit member companies.</p>
<p>Additional information/thoughts/ideas</p>	<p>Develop a website for members that will be a first port of call for any queries. This will also include a calendar of training events and providers that we are working in partnership with will be asked to keep their information up to date for the benefit of providers and members.</p> <p>Ensure that we are working in partnership with any other local groups to ensure that we are not duplicating effort when organising events/speakers for group members.</p> <p>The Humber Training Group and a few of its members are part of the Working Well Together Group and are involved in organising events for the smaller contractors which will include the sub-contractors of some of the big local contractors. We are organising a SHAD event in February 2010 along with other events that will be planned later in the year – encouragement to get involved with the committee or attending events will be promoted at every opportunity.</p>