

Meeting: CFTF
Date: 5 February 2020
Time: 10:00am – 12:30pm
Location: A J Morrisroe, Unit 4 Oaks Court, Warwick Road, Borehamwood, WD6 1GS
Chairman: Steve Hammond
Paper: Minutes



Attendees

Steve	Hammond	Chairman	Urte	Sonnenberg	JRL
Robert	Thompson	A J Morrisroe	Tracy	Botley	O'Halloran & O'Brien
Martina	Oyite	Byrne Bros	Paul	Kirkbride	PERI
Jan	Rejek	CITB	Anthony	Rayfield	Tamdown
Sean	Brosnan	C J O'Shea	Patricia	McCarthy	Toureen
Julia	Stevens	Constructionarium	Sharon	O'Flynn	Toureen
Alan	O'Neile	CSCS			
Tony	Sheehan	Getjar	Dave	Armsworth	CONSTRUCT
Theo	Prinsloo	Ground Construction	Dave	Campbell	CONSTRUCT
Ovi	Gradinaru	J P Dunn	Hannah	Rolfe	CONSTRUCT

Apologies

Ian	Ellis	BASF	Elaine	Keyes	Ground Construction
Perina	Bishop	BRC Reinforcement	Niamh	Faughnan	JRL Group
Martin	Cunningham	Carey's	Darren	Dennis	Marney Construction
Terry	Bradley	CCL	Joe	Mitchell	Mitchellson
Ian	Jarvis	Dywidag	Niamh	Burke	Realtime Civil
Alex	Warrington	Expanded	Debby	Wilson	RMD Kwikform
Wayne	Garrod	Formwork Company	Hugh	Byrne	Schwing Stetter UK

1. Welcome & Apologies

The Chairman welcomes everybody the meeting and thanked to Rob from Morrisroe for hosting.

It was noted that the apologies would be recorded in the minutes.

2. Minutes of Last Meeting held on 21 November and Matters Arising

The minutes of the last meeting held on 21 November 2019 were approved by the group.

There were no matters arising.

3. CITB Update

Jan Rejek gave an update on CITB since the last meeting. CITB are now functioning in Peterborough and are recruiting new staff to assist with the work load. Bircham Newton Training facility is being sold and will be shut from April 2020, it is currently waiting for a buyer and has been on the market for quite a while. CSCS and CPCS have been transferred over to new owners and are no longer part of CITB.

a. Census Year

Jan reiterated that it is census year for CITB. CITB has 75,000 registered companies of which 30,000 pay a levy. CITB will be seeking the views of 7,000 organisations, 4,000 through a telephone survey. 16 March is the deadline for feedback from federations, there will be a dedicated portal to upload feedback onto, which should be very straight forward. The vote will be in August of September, with the results published in November or December.

The chairman raised concerns over a telephone interview as people may not bother to answer and it doesn't allow enough time to think about the answers.

b. Skills and Training Fund

CITB are also focusing on engaging with employers about making use of the Skills and Training fund. A member asked whether the amounts of skills and training funding will go up, Jan was not sure of the answer. It was also uncertain whether CITB would bring back Toolbox Talks.

c. ATO's

There is currently 1258 Approved Training Organisations and £38,000 courses on the training directory. Members thought that the number of ATO's seemed quite low. Jan raised concerns that ATO's were not uploading the courses onto the system and therefore not complying with the scheme. Members have also experienced this issue. The chairman advised members who have undertaken training with an ATO, to check it has been uploaded onto the system within 30 days otherwise you may lose out on the money. Dave Campbell reassured members that you can appeal even if the training was taken in the previous year. If any members need to do this, it is advised that you contact CFTF for guidance.

4.

CSCS Presentation

Alan O'Neile from CSCS provided a presentation on the CSCS updates.

Alan began the presentation with a brief explanation into what CSCS are and how they improve safety standards on construction sites. There are currently 2 million cards, of which 90,000 in more specialist sectors.

a. Card Checking

Alan explained that there are too many ways of checking cards and that this is causing too much work for site managers. The Industrial Strategy 2015 highlights these inconsistencies. If cards are not being checked properly due to work load, it devalues the cards. The new scheme is that card schemes need to show the CSCS logo, and must meet the below requirements:

- Must be in construction.
- Must have a minimum of an S/NVQ level 2 qualification.
- All cards need to move across to electric / smart card.

Since 2015, 36 card schemes have moved across to the new programme.

b. Changes in CSCS cards

The Construction Site visitor cards are the easiest way to get onto a construction site and this has been abused before. The decision has been made to stop issuing the card after February 2020, existing cards will not be renewed.

Industry Accreditation cards (also known as Grandfather Rights) were issued on the back of employers recommendations. This does not comply with the regulations from the new scheme as cards need a qualification behind them. Industry Accreditation were stopped 10 years ago, all cards now expire at the end of 2024. The industry is trying to find other ways of moving people across without paying out for an S/NVQ.

c. New Service and ongoing issues

All members are experiencing problems with the new CSCS service. Alan assured members that when the system is working properly, it will be the quickest way to renew or apply for a card.

Individual card applications are going through fine, but it is employers making bulk applications that are having problems. Examples of problems include; only being able to get part-way through the application, completing an application and nothing happening, applications being cancelled and delays in cards being issued. CSCS have now reconfigured their team and any new applications will be processed within 7 working days. Existing applications where those affected have been waiting on a card for a number of weeks are a priority. Cards that have been issued since 9 December are not yet loaded onto the card checker, but they will be soon.

Alan assured members that issues with card renewals have now been resolved, although a couple of members in the room had experienced problems even the morning of the meeting.

The chairman suggested that members get in touch with clients to let them know about the delays and hope they understand.

Members have experienced inconsistency in information provided by CSCS. CSCS need to keep everybody updated and take issues to tier one management.

Actions:

- The secretariat to pass on CSCS issues from members to Alan.

5.

Constructionarium Presentation

Julia Stevens from Constructionarium gave members a presentation on what Constructionarium does. The presentation began with an introduction to the company and to the team behind it. Currently at the Bircham Newton site, the training is open to both students and to the wider industry. Over 13,000 students have come through Constructionarium. Courses needs a minimum of 15 people to run.

Constructionarium provide a certain number of projects that span over a 6 day period that replicate a live site, including all of the problems that may be found on a live project. Projects include the Gherkin, Barcelona Tower, Don Valley Stadium and many more. Constructionarium has always received extremely good feedback from Students.

Due to the Bircham Newton site being sold, Constructionarium may lose their licence. The ideal situation would be for them to be able to stay at the site somehow. However, a secondary location has been sourced in Southall, near Heathrow, as a backup. Planning has already been approved for the infrastructure. Most projects will be able to run at the new site, but those that are more specialist will have to be cancelled. Julia Stevens urged members to book courses to keep the company going over this transition period.

6.

Priorities for 2020

The strategy has been circulated with the papers and a number of discussions have taken place with the Chairman, Rob Thompson and the wider CONSTRUCT Council about prioritising a significant workload. CFTF have moved each line of work into high, medium and low priority:

Immediate

- Become an ATO.
- Review and update GoConstruct career information for our sector – The chairman asked the room for a volunteer, no member volunteered.
- Build a network of colleges/providers so members have access to apprenticeships, and look at ways to bring members together to get critical mass for a cohort of apprentices.
- Develop a TWC/S training standard and deliver a pilot course for members.

Medium Priority

- Develop career presentation and physical resources for members to take to school (funding available until end of March).
- Review of all training publications on the CONSTRUCT website, including the career pathways information.
- Review NVQs:

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- Adding system formwork to the Formwork NVQ.
 - Review of Steelfixing standards.
- Develop the Concrete Pump Supervisor course via video or VR to show the practical elements
- Members were asked whether anybody could lead on the project, the chairman is keen to keep the costs down. Dave Armsworth mentioned that he may know somebody interested.

Long term ambitions

- Ensure apprenticeship standards are correct and up-to-date.
- Ensure an EPA organisation is in place for apprentices.
- Review of the confined spaces training standards.
- Deliver MHFA courses.

Ongoing Items with Minimal Member Management

- Gain intelligence from members on training needs through surveys and members visits.
- Help members maximise their return on their levy through grant support.
- Encourage members to become STEM Ambassadors – It was suggested that a breakout group of 4 volunteers is formed. Dave Campbell, Steve Hammond and Robert Thompson all volunteered.
- Use social media platforms to promote career resources and member vacancies.
- Apply for additional funding through CITB to support member training.
- Work with Formwork suppliers to deliver courses for members on system formwork to the training standard.

Actions:

- Steve Hammond and Dave Campbell will review the GoConstruct information and send to members. Members were urged to respond to the email.
- Steve Hammond and Dave Campbell to lead the STEM Breakout group with Robert Thompson. One more volunteer to find.
- The secretariat will put out a request to members, either by survey or email, to gather information on what colleges and training provider's members use.
- The secretariat will approach colleges to arrange course start dates.
- Dave Armsworth to get in touch with his contact regarding leading the VR project for the Concrete Pump Supervisor course.

7. Other updates from the Chairman and GTO

a. Upcoming Training Courses

- A Mental Health Champion one day course will take place on 27 February, Wembley.
- 17 & 18 March 2020, Panel Soffit System Formwork, PERI (Brentwood Office)
- 30 & 31 March 2020, Panel Wall & Column Formwork, DOKA (Sittingbourne Office)

The two day MHFA course held on 3 & 4 February 2020 had 11 candidates and was very well received.

A member suggested that it is good to have Mental Health First Aiders within a company over a variety of ages so that they can relate more easily to the relevant age group.

Members can also request additional courses from Dave Armsworth for MHFA or from formwork suppliers which money can be assigned from the funding available.

b. 2019/2020 CFTF Additional Funding

- £11,576 claimed to January
- £11,756 to be claimed in February
- £6,000 has been ring-fenced for CONSTRUCT organised courses or specific upcoming member training.
- £31,968 remains. CFTF have sufficient information from engaged members that we can spend this, but we are trying to ensure as many members as possible can access funding).

The chairman is keen to spread the remaining funding across the board as much as possible. However, leftover funding will go to engaged members who have sent in their training plans.

c. 2020/2021 CFTF Skills & Training Fund bids

Members under 250 PAYE staff will be able to apply for funding through the CITB Skills & Training fund from 1 April 2020 (Although CITB have yet to confirm this).

Currently those with under 100 PAYE staff can claim between £5-10k. Members are encouraged to submit a bid by 28 February deadline. They will then also be able to apply again through the CFTF for the same amount. They must opt in with CFTF to get this; guidance is expected from CITB this month for the mechanics of this process. Otherwise members can apply for their own skills & training funding, outside of CFTF.

d. Update on Training Standard Developments

The Panel Formwork Standards was due to be published by CITB on 6 February 2020 allowing CFTF to run the courses in March.

Dave Armsworth is working on some new standards and met with Formwork Suppliers about the training standards before they go to CITB. The standards need comments from members and operatives but Dave has not received much of a response yet.

Tony Sheehan has been involved with the steelfixing review. Tony recently received a development pack but has questions about it as a lot has just been reworded rather than revamped. There is talk of splitting it into two S/NVQ's, a L2 and a L3. Tony asked members to send anything they'd like to see in the new version so that these can be taken to the next meeting.

Actions:

- Dave Armsworth to re-send out the standards to members for comment.
- The Secretariat to collate together any comments regarding the Steelfixing Review and send to Tony who can take to the next meeting.

8. Any Other Business

a. AGM and Elections, and location

AGM will take place on 4 June alongside the normal CFTF. A venue has not yet been organised and members were asked whether anybody could host. It was suggested to host it at the new CONSTRUCT office if catering could be provided there.

b. CONSTRUCT & Build UK Offices

As of Monday 17 February, CONSTRUCT will have moved offices with Build UK to The Building Centre. Please note our new address below:

CONSTRUCT Concrete Structures Group
The Building Centre
26 Store Street
London
WC1E 7BT

Our telephone number will remain the same.

c. AOB

Members have been experiencing issues with CPCS. Including waiting months for a card to come through and having to book the same courses multiple times for one employee. Any issues with CPCS should be sent through to training@construct.org.uk.

There are a lot of Build UK Tier 1 constructors with their own take on accreditation, making it difficult for other contractors and suppliers.

A member was quoted by an NVQ Provider for an S/NVQ L2 in Mental Health. Nobody in the room had heard of this, including MHFA Trainer Dave Armsworth.

Temporary Works Standards changed last year and some clients are not accepting the old certificates. Robert Thompson from Morrisroe tried to book a TWC Update course but to no avail. There are only 3 trainers in the country who can deliver the update course and they are subsequently fully booked for the year. Members were warned not to fall into the same trap. CFTF are looking into the possibility of an update bolt-on course. There is also a Temporary Works Coordinator in Concrete Specialist Standard in progress.

Actions:

- Dave Campbell to follow up with CPCS if any further issues are sent in by members.
- The secretariat to approach Build UK regarding the issues with Tier 1 contractors.
- Dave Campbell and Steve Hammond to look into a TWC Update bolt on course.

Future Meetings