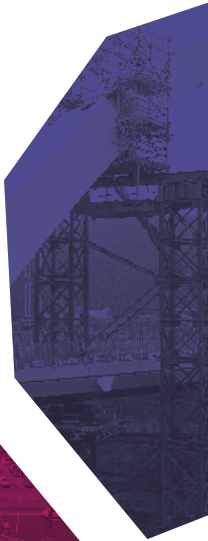


# Annual Review

## 2020-21





# Civil Engineering Contractors Association (CECA) Wales

Building the infrastructure that  
our nation needs to prosper

Last year was challenging to say the least,  
as it was for most businesses.

Whilst we were able to progress some of our planned work programs the last 12 months have been dominated by the Covid19 pandemic and most of our efforts went in to supporting our members through this period. This review reflects on this difficult period and the challenges for civil engineering contractors across Wales.

It also highlights how CECA Wales members are continuing to contribute to the greater wellbeing of Wales through better infrastructure.

Importantly this review also offers a glimpse of what the next 12 months could hold for the industry and our members.



# Reflections of the Chairman

We had high expectations for 2020 didn't we?  
But last year was challenging to say the least.

Our world was turned upside down by the Coronavirus pandemic and, as businesses, we had to respond really quickly. And that's what we did. I'm really proud of the way our industry continued to deliver through this period. I'm also proud of the work we did at CECA Wales to support our members in responding to this crisis and this review provides a timely reminder of that work.

But we shouldn't forget that despite the pandemic we were still able to push forward with some of our planned aims for 2020. We made great strides in supporting Qualifications Wales to set up new GCSE, A-levels and foundation qualifications in the "built environment" with these becoming clear choices for young people's education alongside more traditional subjects. This bodes well for attracting more people to our sector. We also played a key role in establishing a Welsh Construction Forum to provide a focus for the whole industry, public and private sectors, to come together to tackle the top priorities that affect us all such as visibility of workflow, simpler procurement process and fairer payment.

Looking to the future, no one can ignore the challenges of climate change and the contribution that "decarbonised" infrastructure can make to reduce our overall global emissions. As contractors we have a key role to play both in the technologies that we apply but also in the operation of our own businesses. That's why I'm pleased that CECA Wales will be delivering its own report on "Decarbonising Our Infrastructure" when we host our Annual Conference in May 2021. It just shows how important it is that we influence the future as well as deliver the present.

Our response to the pandemic has shown what a resilient and adaptable industry this is and it remains an exciting industry to be part of with endless opportunities. But we need to see substantial investment in our infrastructure in 2021 and beyond so that we can build our way to a better and fairer future.

**Mike McAndrew,**  
**Chairman CECA Wales**



You can find out more about our Executive Board [here](#).

## Views from the Director

It's been a strange year hasn't it? We all thought Brexit was going to be the big challenge and then along comes Covid19. Nothing like a global pandemic to force us to reconsider our priorities!

We had so many exciting plans for 2020 but our response to the pandemic took centre stage for much of the year. This review quite rightly reflects this response and the support we have given to our members. However, we have also tried to remain focused on the push for increased investment, clarity on future work opportunities, simplifying how businesses bid for work (and reducing bidding costs) and ensuring that businesses are paid fairly and promptly. So, the review also sets out the work we've done with our partners to establish a Welsh

Construction Forum so that our voices can be better heard at government levels and amongst our range of clients.

As we look forward to 2021 and beyond we will continue to progress those matters that are important to our members, working with clients and partners to create a better business environment.

**Ed Evans,**  
Director, CECA Wales



## A younger perspective

The Foundations Group was set up to engage with younger CECA Wales members and “tap in” to their views and energy.

Progressing our work programme was difficult last year and the pandemic undoubtedly impacted the lives of young people but, for those of us working in this industry, we have a lot to be grateful for given that we've been able to continue working.

Looking forward to the year ahead? If we are to experience an infrastructure revolution and bounce back from the pandemic then the need to attract people to the sector becomes even

more important, as does the diversity of our workforce. So, we'll continue to support CECA Wales' drive to “attract the brightest and the best” but we're also going to focus on the challenges of climate change and the need to decarbonise our infrastructure. That feels like our programme for 2021 and beyond!

**Bryn Davies,**  
CECA Wales Foundation  
Group Chair



You can find out who our members are [here](#).

You can find out more about our Foundation Group [here](#).





# Responding to Covid19

Here are some key facts about our response during the pandemic. Click the link below for a full breakdown of the activities we undertook.

**Daily bulletins**  
on emerging issues

[View our Responses here.](#)

 **over  
100  
bulletins  
issued**

 **Issuing over  
500**  
social media releases  
press releases & articles  
to maintain the profile of the sector

Daily meetings  
with CECA colleagues  
**across the UK**  
to understand wider  
UK implications  
support mechanisms  
and good practices  
**over  
100  
meetings**



  
**Three rules to  
KEEP WALES SAFE**  




Wash your  
**hands**



Wear a  
**face covering**



Keep  
**2m apart**



# Priorities for our sector

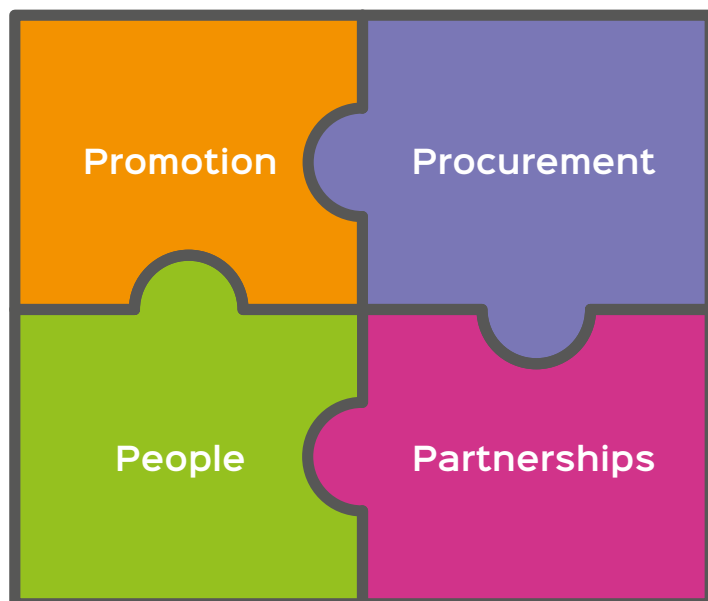
Since the restrictions from the first lockdown period eased we have been able to revisit and progress our original work programs and many of these are “back on track”.

You can find out more about our work programme [here](#), but here's a “snapshot”.

## The “4-P’s” – our themes for the last 12 months and how did we do?

We based our work programme on 4 themes which reflected areas of focus for the industry. We've called these the “4-P’s”.

Click the links below to read more.



## Promotion: Valuing Infrastructure

Getting governments and clients to share our views on infrastructure is always a challenge but we continue to drive the messages home. This is particularly the case now, as we're in Senedd “election year” as places are up for grabs at the Welsh Parliament. Ahead of the 2021 Senedd Elections:

- The Key Asks
- CECA Wales Manifesto

And we're always making our views known on infrastructure related consultations including:

- Welsh National Transport Strategy
- Rail Infrastructure
- Renewable Energy

Our social media presence has increased considerably over the last year and we are regularly represented in newspaper and online articles as well as other media such as radio and TV.

- Building the Recovery
- Leading the Recovery

“Cashflow, workflow and people are the lifeblood of our industry”



And our video promoting the work of our members is continuing to be widely visited on YouTube.

## Valuing Infrastructure

We'll be updating this soon to ensure all our members are featured so keep recording all your great projects.

## Procurement: Streamlining the process

As frustrating as this area of business continues to be we have been busy preparing responses to both the Welsh and UK Governments as they seek to introduce new legislation to address current failings. It'll take more than legislation to change culture and behaviours but it's a step in the right direction. Here is the consultation on the:

**Social Partnership and  
Public Procurement Bill**

and here's our response to the UK Government Green Paper on:

**Transforming Public Procurement**

## People: Attracting people to the industry

We've worked tirelessly with Qualifications Wales and other partners to make sure the new "built environment" qualifications for schools are fit for purpose and reflect the civil engineering sector. We're getting close to seeing young people studying for GCSE's and A-levels in this sector along with the eagerly awaited foundation apprenticeship. You can find out more about these qualifications by visiting the Qualifications Wales website:

**Qualifications Wales**

And we've been working with partners to develop resources to support schools and colleges in Wales as part of your "social value" offerings. Take a look at CITB's GoConstruct website to see what's available:

**Go Construct Educate**

## People: Looking after our workforce

Throughout the pandemic we worked with governments, clients and our industry partners to ensure that businesses could deliver safe and socially distanced work places for their workforce.

**Covid Workplace Guidance**





## Progress through Partnership

Whilst we couldn't meet up with our partners and couldn't host the myriad of events which we'd originally planned the value of our partnerships came to the fore in dealing with the impacts of the pandemic. Digital technologies and virtual means of communications ensured that we were able to progress at an even faster pace as we strived to keep our members as well informed as possible. Our partnerships with others have been even more important to us in driving forward our shared priorities in these difficult times.

And we continue to work closely with clients across all sectors, including local authorities, Welsh Government, Transport for Wales, Network Rail and Natural Resources Wales, ensuring that our members have regular communications to understand work programmes and address any concerns.

### Workflow Webinar

## The Welsh Construction Forum

Fundamental to our progress has been the establishment, initially in response to the pandemic, of the

### Welsh Construction Forum

This joint forum of public and private sector stakeholders, chaired by Welsh Government ministers, is allowing us to address the six priority areas that we've identified as an industry and come up with sensible and deliverable solutions.

We've already made great progress in improving visibility of workflow

### Welsh Construction Forum Pipeline

and fairer payment through project bank accounts.

### PBA Guidance

But we have more to do.





# Celebrating success

It has been pretty impossible to celebrate the successes of our industry in the “normal” way but we did manage to host our CECA Wales Annual Awards 2020 via social media.



1



2



3



4

## The winners in 2020 were:

**Joel Gilliett [1]**, of Kaymac Marine as the Most Promising Trade Apprentice with **Kate Bowen [2]** of Encon Construction being highly commended, the Most Promising Trainee Civil Engineer (Non-Graduate) award going to **Rhys Williams [3]** of Alun Griffiths, **Rebecca Manley [4]**, again from Alun Griffiths scooping the Most Promising Trainee Quantity Surveyor award and finally the Most Promising Trainee Civil Engineer(Graduate) award going to **Elliot Bidmead [5]** of Jones Bros UK.

A Recognition Award was also given to **Joseph Tucker [6]** of Knights Brown for showing compassion in the workplace by safely supporting two distressed members of the public and helping to develop Knights Brown mental health programme.

## CECA Wales Awards 2020



5



6



# CECA Wales Leadership Challenge

Unfortunately, the “Challenge” for our younger members became a casualty of the pandemic.

It was disappointing given how successful this event has been but we've already started discussions with our partners in the Army and we hope to get back on track for November 2021 in the south and Spring 2022 for a north Wales “Challenge”. To whet your appetite here's a link to our

[2019 Leadership Challenge](#)



## Celebrating Civil Engineering Projects

Despite the pandemic our members continued to deliver civil engineering projects across Wales, helping people to live their lives better.

In recognition of this we're compiling a brochure of all these achievements and publishing it later in 2021. In the meantime have a look at our video

[Valuing Infrastructure](#)

of previous projects across a range of infrastructure sectors.





# Looking forward to the next 12 months

The pandemic brought huge challenges to all of us but it also forced us to rethink the way we do business across society.

There's no doubt that, as much as we crave social interaction, virtual and online means of communication are here to stay. And will the peak time commute ever be the same again?! The impacts of leaving the European Union will continue to be felt, for better or for worse. But the biggest challenge of all lays ahead with the growing impacts of climate change. What we have shown as a sector, however, is our resilience, our ability to adapt to change and our value to society.

Looking forward, the pandemic has made one thing very clear and that is the need for the broader construction sector to use its collective voice to better effect when dealing with governments, with policy makers and with clients.



## The Welsh Construction Forum

gives us an opportunity to do exactly that. The Forum will remain a key area of focus for CECA Wales in 2021 and we'll build upon the progress we've already made on improving visibility of workflow and fairer payment. We've also set up a number of industry working groups with clients, across the public sector, to look at how, together, we can address issues such as:

- **Workforce development**
- **Climate change impacts**
- **Increasing investment in infrastructure**
- **Delivering better value**

These will be reporting later in the year.



**“We’ll continue to raise the profile of CECA Wales and our members amongst clients, politicians and policy makers and keep driving these messages home.”**

We have a unique opportunity to change the procurement landscape across Wales and the UK with both the Welsh and UK Governments seeking to introduce new legislation. We’ve already input to the consultation on:

### Transforming Procurement

We’ll see what that delivers and then we’ll work with construction clients to make sure we influence changes, not just in legislation but in culture and behaviour as well. And we’ll be making a big push to deal with risk allocation on contracts collectively as an industry rather than passing risks down the supply chain. That’s a tough challenge but let’s keep the optimism going!



We still know we have much to do in **“attracting the brightest and the best”** to our industry but the new “built environment” qualifications for schools will do much to help us. Given the impacts on young people during the pandemic, wouldn’t it be great to see the more senior people in our industry “pledge” at least 10% of their time to support and mentor young people in our industry?

**“How about senior people in our industry “pledging” at least 10% of their time to support and mentor young people in our industry?”**

And what are we doing to tackle the biggest challenge of all, climate change? Our industry has a huge role to play and our members large and small are doing their bit. Our “virtual” 2021 Annual Conference will focus on:

### Decarbonising Our Infrastructure

As usual we will prepare a joint report, with the Association of Consultancy and Engineering (ACE) and our public sector partners at the County Surveyors Society (CSS) Cymru, on the outcomes and present our action plan to government and the industry.



Finally, as we look forward we should remind ourselves of the value of our sector to society and what we can deliver. In the words of our chairman:

**“Our response to the pandemic has shown what a resilient and adaptable industry this is and it remains an exciting industry to be part of with endless opportunities. We look forward to building back a better and fairer Wales.”**





“Representing Wales’ largest and smallest civil engineering contractor businesses. Our members build the infrastructure that our nation needs to prosper.”

“Cynrychioli busnesau mwyaf a lleiaf Cymru ym maes contractwyr peirianeg sifil. Ein haelodau ni sy’n adeiladu’r seilwaith y mae ei angen ar ein cenedl er mwyn ffynnu.”

## Ed Evans

Director Civil Engineering Contractors Association (CECA) Wales  
Cyfarwyddwr, Cymdeithas Contractwyr Peirianeg Sifil (CECA) Cymru

Ed.Evans@cecawales.co.uk  
07717 687088 • 029 2081 1116  
www.ceca.co.uk @ceca\_wales