



**A Stronger Future Together -
CECA MIDLANDS BUSINESS PLAN
2025**

INTRODUCTION

Every year we revisit our priorities for the upcoming 12 months. We review what's changed in the Midlands and across Great Britain in relation to the infrastructure sector and we consider what we need to do to ensure that the business environment is as good as it can be for our members.

In doing this we review the achievements of the past year; consider the current environment we are operating in, and plan what we need to do for the future.

CECA is the lead strategic body for the civil engineering sector both nationally and within the Midlands region, and we are strategically positioned to influence national and local governments on the current political agendas that impact the sector.

The Midlands continues to be the fastest growing region outside the capital, with civils projects including HS2 phase 1, the Midlands Rail hub Developments, the Wolverhampton redevelopment, Staffordshire Interchange, Midlands Metro, Smithfield and the A47. Vast opportunities exist for our sector and many major projects are sustained for five or more years.

There are currently 80 members of CECA Midlands, and we have key regional relationships with national and regional clients such as National Highways, Severn Trent, WMCA and HS2.

Within CECA Midlands we work consistently to support members across our five core pillars which are depicted here:



These core pillars allow our members and partners to easily understand how we are supporting them and how we prioritise our work to create meaningful impactful outcomes.

All the work across CECA, be it in the Midlands or beyond, underpins our commitment to promote the infrastructure sector and work in partnership with others to help deliver our priorities.

This plan details the activities by the Midlands Office which reflect and support the pillars, and our member's needs. However, this plan does not preclude additional activity reacting to regional or local demands as the year unfolds. It is a working document designed to be updated and amended as required.

2025 is set to be another busy year with the service and support of members being at the heart of all activities.

CECA Midlands: delivering a package of business support and services to members.



CECA MIDLANDS MEMBERSHIP



CECA MIDLANDS PRIORITIES 2025/26

The activities and services planned for 2025 are delivered to members regionally in a tangible manner to bring return on investment. We will work collaboratively with stakeholders to bring added value and benefits.



Health, Safety and Wellbeing – Creating a Safer Workplace

This pillar supports the Health, Safety, & Wellbeing of our people and we will support this by:

CECA MIDLANDS STRATEGY

- *Promoting and supporting CECA's Stop. Make a Change annual programme*
- *Support & promote Mental Health Awareness Week*
- *Inform members and influence decision-makers on Health, Safety & Wellbeing legislation and guidance*
- *Represent members with HSE including engagement with Working Well Together, BESA, National HSE Group, and other bodies*
- *Represent members and promote best practice with clients*
- *Circulate relevant Health & Safety information and promote best practice to support all elements of HSE wellbeing to all members*
- *Offer at least one subsidised Mental Health First Aid Refresher Training Session & Suicide Awareness Training Session.*





Client, Policy and Workload - Creating Work Opportunities

This is about our engagement with construction clients, developing construction-related policies, supporting a pragmatic commercial environment, and identifying future workload opportunities for our members. We will support this by:

CECA MIDLANDS STRATEGY

- *Engage, lobby, & influence the UK Government in Westminster (supporting the London office with these endeavours) and other public sector bodies regarding infrastructure investment*
- *Engage, lobby & influence Local Government and politicians of all parties through a targeted communications plan to influence policy development, decision-making, and to support local contractors in relations to infrastructure and civil engineering across the Midlands*
- *Engage with clients to develop mutually-beneficial partnerships and to promote upcoming procurement opportunities for members*
- *Support the development and dissemination of the updated CECA Schedule of Dayworks*
- *Offer at least three member meetings to provide updates on policy/engagement with clients and partners*
- *Work with clients to publish their 12-24 month work programmes*
- *Deliver a schedule of contractual & tendering workshops*
- *Deliver a partnered legal service with Diales, including the delivery of a legal update programme.*





Skills and Training - Creating a Skilled Workforce

Focussing on the development of skills and training across our membership. Our plan for 2025 is:

CECA MIDLANDS STRATEGY

- *Work with CITB and other industry partners to develop the Infrastructure Skills Plan and the Employer Networks to ensure access to focussed and relevant training for members*
- *Represent members' interests with CITB, IfATE, WMCA, EMCA, and card schemes, to ensure members have access to relevant and localised training*
- *Deliver a robust training schedule reflecting the needs of members*
- *Maintain partnerships with local stakeholders and work with WMCA, EMCA, and LSIPs to address skills shortages*
- *Continue to develop the CECA Midlands Foundations Group and support the development of relevant toolkits*
- *Work with organisations such as the Supply Chain Sustainability School to support Fairness, Inclusion & Respect within the industry.*





Sustainability & Social Value - Creating A Better Environment For All

This pillar is about increasing sustainable practices across the sector, decarbonising operations and increasing social value.

CECA MIDLANDS STRATEGY

- *The UK Government has committed to becoming Net Zero by 2050. CECA will represent members' interests with relevant organisations and share advice, guidance and training to support members on their zero-carbon journey.*
- *Provide guidance on the ways members can reduce their carbon footprint*
- *Rebrand our Foundations Group to champion Social Value and work with the Group to deliver a programme of events around ESG*
- *Improve understanding of carbon management planning for SMEs*
- *Utilise our training programme to share good practice across the membership.*





Careers & Recruitment - Creating A Talent Pipeline

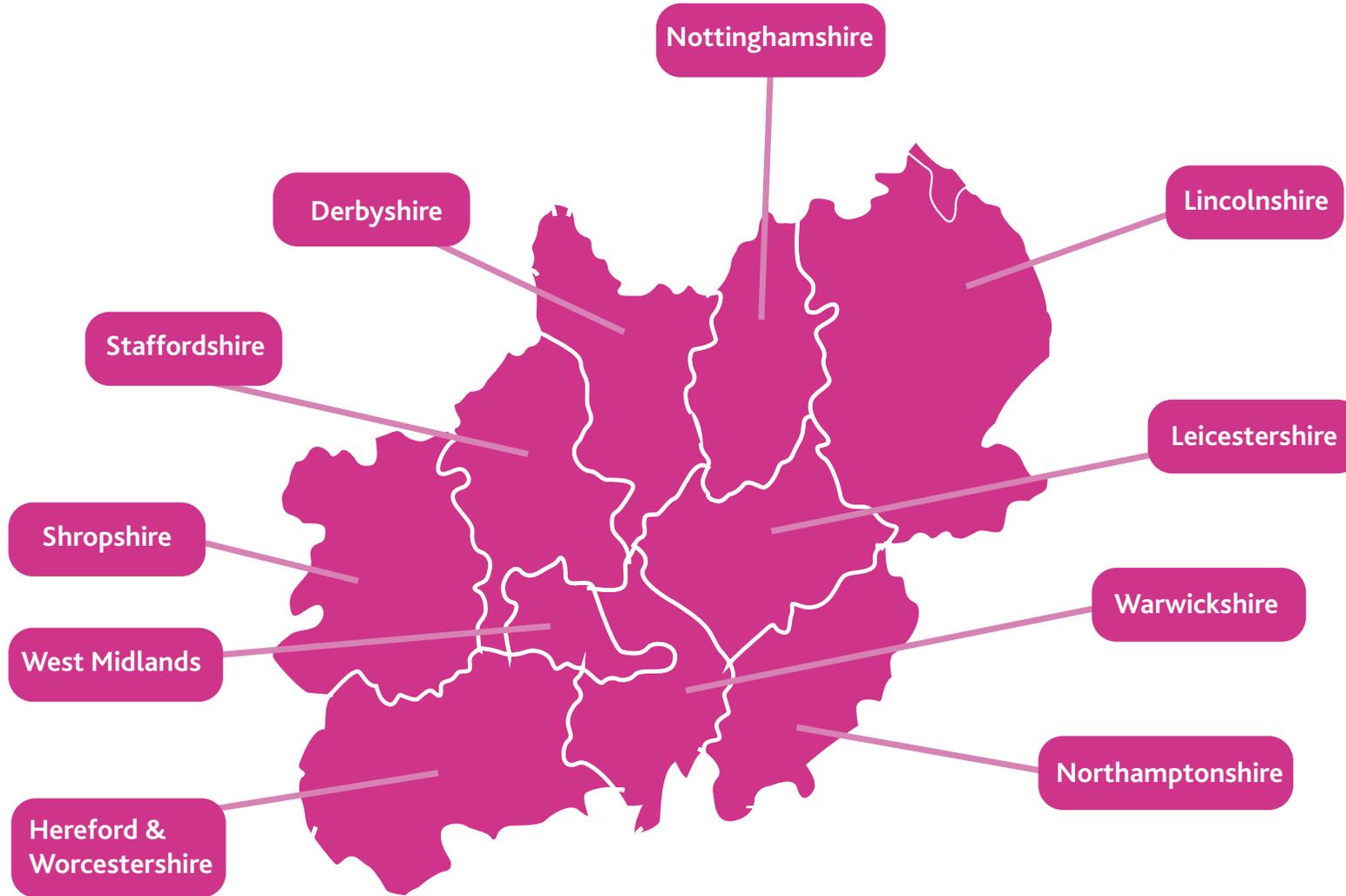
Focussing on attracting more people to the sector and giving them clear career paths. In 2025 we will seek to do this by:

CECA MIDLANDS STRATEGY

- *Developing a toolkit of resources for members to use at schools & college engagement events, including a school/college presentation, schools' activity, and a careers film*
- *Developing a mutually-beneficial relationship with both West Midlands Construction College Heads and the West Midlands Combined Universities to source new talent into the industry*
- *Increase our engagement with younger members and social value professionals through our CECA Midlands Foundation Group*
- *Continue to work with partners to support the curriculum, particularly around T-Levels*
- *Work in partnership with others to promote the civil engineering sector as the career of choice to potential new entrants - including (but not exclusive to) school leavers.*



CECA MIDLANDS REGION





REGIONS & DEVOLVED NATIONS

CECA members are supported by a network of six regional offices across England, a national office in Westminster, and offices in the devolved nations of Scotland and Wales.

CECA's regions and devolved nations are:

- CECA **Scotland**
- CECA **North West**
- CECA **North East**
- CECA **Yorkshire & The Humber**
- CECA **Wales**
- CECA **Midlands**
- CECA **Southern**
- CECA **South West**





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