

# WORKFORCE DEVELOPMENT PARTNERSHIP MEETING

*Construction & Built Environment*

*27<sup>st</sup> May 2026*

Funded by  
  
Department  
for Education

 THAMES VALLEY  
CHAMBER OF  
COMMERCE  
GROUP

 LSIP BERKSHIRE  
SHAPING THE FUTURE WORKFORCE

 LSIP OXFORDSHIRE  
SHAPING THE FUTURE WORKFORCE

# AGENDA

9:00	<b>Arrival   Registration &amp; Networking</b>	Refreshments Available
9:40	<b>Welcome and meeting objectives</b> <ul style="list-style-type: none"> <li>• Introductions</li> <li>• Purpose of the Construction and the Built Environment WDP</li> <li>• Role of the WDP within LSIP delivery</li> </ul>	Pamela Farries, Policy and Skills Manager, TVCC
9:50	<b>Construction and the Built Environment Road Map Actions</b> <ul style="list-style-type: none"> <li>• Overview of actions</li> <li>• Prioritisation of these, 2026-29</li> <li>• Initial thoughts on delivery of early priorities</li> </ul>	Simon Barrable, LSIP Engagement Officer, Thames Valley Chamber of Commerce Skills Unit  All
10:20	<b>Exemplar Priority Delivery: South East Construction Technical Excellence College, Led by North Kent College</b> <ul style="list-style-type: none"> <li>• Overview of this initiative</li> <li>• What it means for employers and providers</li> <li>• Possible Thames Valley initiatives</li> </ul>	Mark Andrews, Deputy Principal, North Kent College
10:50	<b>Evidence, validation and reporting</b> <ul style="list-style-type: none"> <li>• How employer feedback and validation will be captured</li> <li>• How WDP insights will feed into ERB and LSIP monitoring</li> </ul>	Simon Barrable, LSIP Engagement Officer, Thames Valley Chamber of Commerce Skills Unit  All
11:20	<b>Actions, ownership and next steps</b> <ul style="list-style-type: none"> <li>• Confirm actions, leads and milestones</li> <li>• Agree focus and timing of next meeting</li> </ul>	Simon Barrable, LSIP Engagement Officer, Thames Valley Chamber of Commerce Skills Unit

# PURPOSE OF THE MEETING

To agree priorities, scope and immediate actions for the Construction & Built Environment Workforce Development Partnership, supporting delivery of the Local Skills Improvement Plan (LSIP) and the Construction, Retrofit and Built Environment Road Map.

# WELCOME & MEETING OBJECTIVES

## Introductions

### **Purpose of the Construction & Built Environment WDP**

- Clear statements of employer need, validated occupational requirements and agreed priorities/actions
- Contribution to the delivery of the LSIP road map
- Establishment of working groups around actions, including changes to educational provision/training

### **Role of the WDP within LSIP delivery**

- Employer engagement
- Employer/provider links and co-working
- Prioritisation and overview of actions



## DIVISIONS & TEAMS

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- THE MEMBERSHIP TEAM
- INTERNATIONAL TRADE
- POLICY & INWARD INVESTMENT
- MARKETING & COMMUNICATIONS
- SKILLS & TRAINING



## WHERE WE CAN HELP

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- RAISE YOUR COMPANY PROFILE
- BUSINESS REPRESENTATION
- INTERNATIONAL TRADE SERVICES
- INDUSTRY EVENTS/WORKSHOPS AND TRAINING
- PARTNERSHIP BENEFITS AND DISCOUNTS



## OPPORTUNITIES

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- NETWORKING EVENTS
- TOPICAL ROUND TABLES
- INDUSTRY FORUMS
- INDUSTRY WORKING GROUPS
- REGIONAL ASSEMBLY
- SEASONAL SOCIAL EVENTS
- ANNUAL AWARDS
- SPONSORSHIP OPPORTUNITIES
- POLICY ENGAGEMENTS
- INTERNATIONAL TRADE EVENTS



## ENGAGE WITH US

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# SKILLS POLICY UPDATE: WHAT EMPLOYERS NEED TO KNOW

- **More flexible training funding from April 2026**  
Growth and Skills Levy allows use of funds for shorter “apprenticeship units” (1–16 weeks) in priority areas such as AI, engineering and green skills.
- **Stronger financial incentives to recruit young people**  
Up to £3,000 Youth Jobs Grant, £2,000 SME apprenticeship incentive, and potential wage subsidies through the Youth Guarantee (availability varies by area and rollout phase)
- **Apprenticeships becoming shorter and more flexible**  
Minimum duration reduced to 8 months; English and maths requirement relaxed for over-19s.
- **Future change: more flexible higher-level training (from 2027)**  
Lifelong Learning Entitlement will fund modular study at Level 4+, making it easier to upskill staff over time
- **Local influence increasing**  
Devolution (not quite with us yet) and Local Skills Improvement Plans mean employers can shape local training provision more directly

# SKILLS POLICY UPDATE: WHAT EMPLOYERS NEED TO KNOW

The Thames Valley Skills Unit will keep you up to date on funded training and skills changes, so you can make the most of funding, reduce costs, and access the talent you need.

Keep your eyes peeled for our **Thames Valley Workforce Development Update**  
**Helping you build skills, reduce costs and access the talent you need**

# ROADMAP ACTIONS

## **Continue and strengthen the Construction Workforce Development Partnership (WDP)**

- Sharing Responsibility for Skills Across the Thames Valley- Industry and Education
- Provide sustained employer leadership and alignment with housing, infrastructure and Net Zero priorities
- Use of specific working groups to drive actions

## **Establish and support an Electrotechnical Training and Careers Alliance (ETCA)**

- Address shortage of electricians and electrotechnical skills critical to Net Zero delivery
- Expand green retrofit and low-carbon installation provision
- Improve retrofit and low-carbon installation capacity

## **Embed enhanced supervisory, leadership and site management capability, with clear progression from trade roles**

- Building management strength in SMEs
- Address shortages of supervisors and site managers

# ROADMAP ACTIONS

## **Support curriculum reform including T level expansion, V level introduction and L2 occupational pathways**

- Upskilling to Improve Productivity
- Reducing Recruitment Pressure in Specialist Roles
- Improving Work-Readiness and Real-World Skills

## **Expand modular, digital training aligned to SME demand**

- Improve SME access to flexible upskilling (including leadership and digital skills)

## **Responding to AI and Digital Transformation**

- Integrate digital tools (e.g. BIM, digital scheduling, smart diagnostics) into the core construction curriculum
- Embed digital construction capability and AI skills into new curriculum developments

# EXEMPLAR PRORITY DELIVERY:

**South East Construction Technical Excellence College (SECTEC)**

**Electrotechnical Training and Careers Alliance (ETCA)**

**Built Environment Schools Trust**



# South East Construction Technical Excellence College



**Mark Andrews**  
Deputy Executive Principal,  
Curriculum & Strategy  
North Kent College

## SECTEC Year 1 Review





# CTEC Objectives

1. To boost construction skills provision in direct response to local and national employer needs.
2. To deliver high-quality teaching practice and curricula in construction, including continuous professional development for staff with an emphasis on site integration and employer input.
3. To leverage employer engagement and investment in construction skills provision.
4. To collaborate with providers to boost construction provision and quality both locally and nationally.
5. To promote clear pathways for learners to progress into work in the construction industry or into higher level courses.





# The Largest Construction TEC in England



- The largest CTEC. North Kent College CTEC Hub working collaboratively in Year 1 with FE Kent and FE Surrey.
- Land area of 7,364 sq miles and a population of nearly 10million.
- House building targets of c.70,000 a year.
- Over 35 major infrastructure developments.
- 23 FE Colleges/College Groups with construction provision.
- 30+ stand alone campuses.
- 8 Counties
- Organised into 7 LSIP Areas





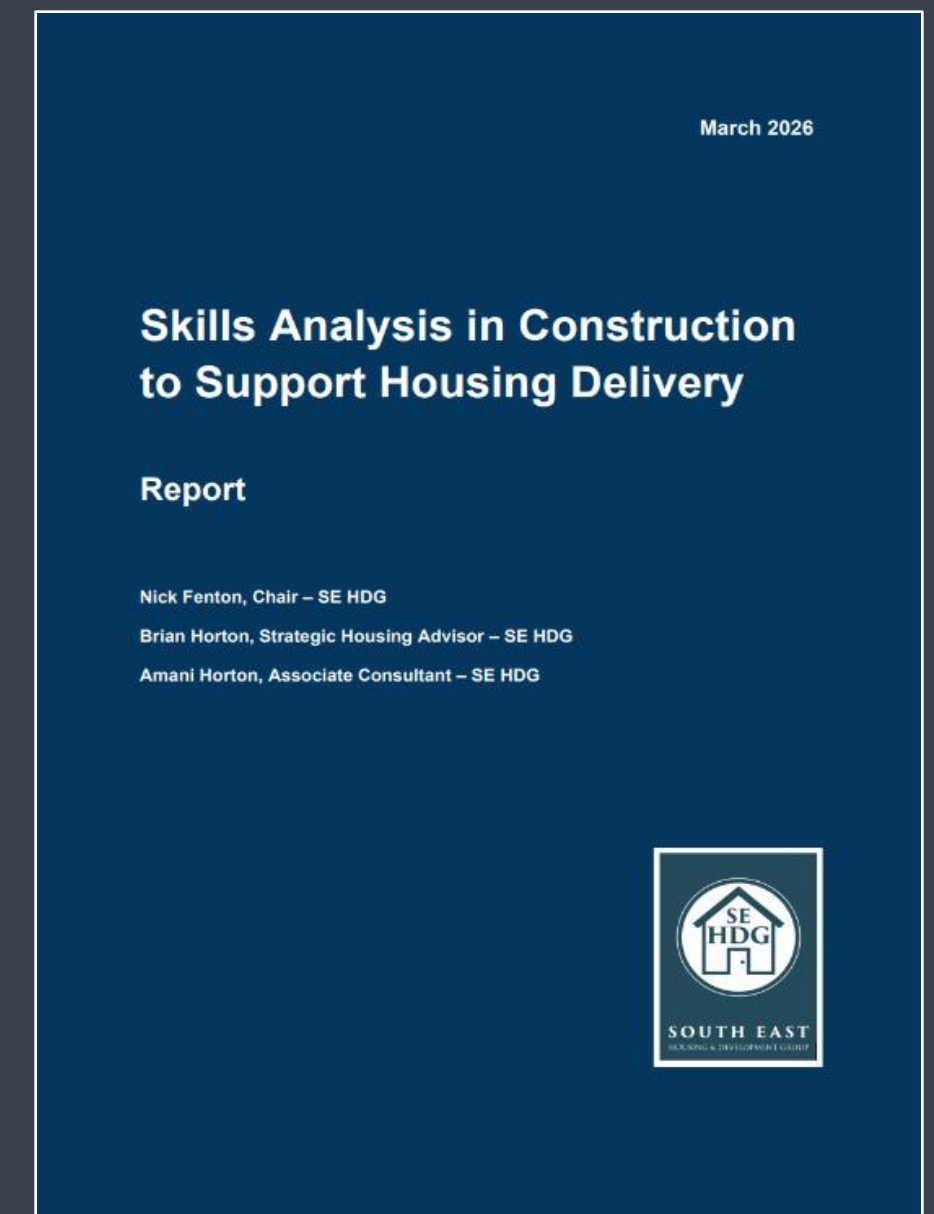
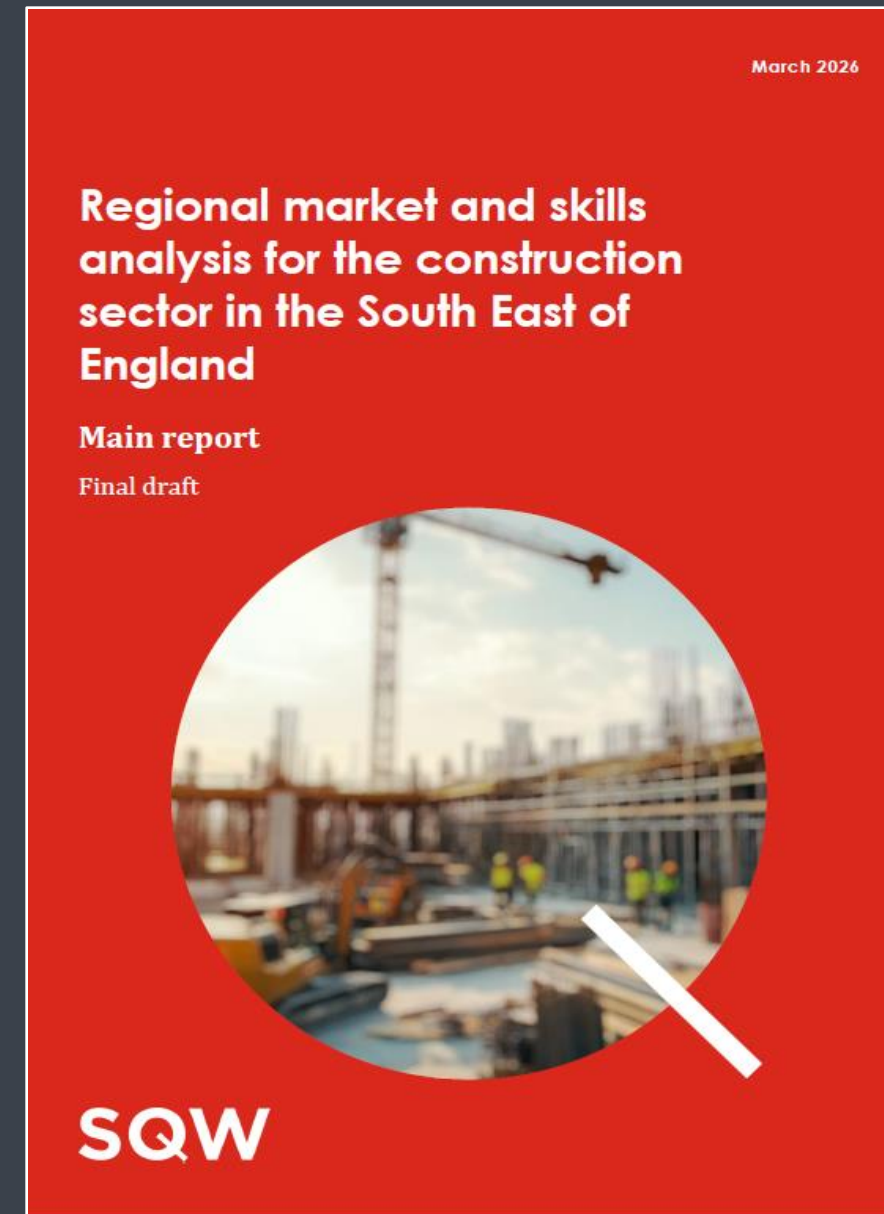
# Construction Skills and Labour Demand and Supply

## Sector Market & Skills Analysis

- ✓ shape and size of the sector
- ✓ demand for skills
- ✓ scale of large infrastructure requirements
- ✓ current skills provision in place and any gaps

## Skills Solutions to House Building

- ✓ key barriers for developers
- ✓ related labour and skills challenges
- ✓ specific skills gaps that would support the industry





# Major Developments





# Barriers to House Building in the South East



- **Consumer Confidence**
- **Sector Confidence**
- **Viability**
- **Weak market**
- **Planning constraints and regulatory complexity**
- **Land, infrastructure and development finance limitations**
- **Skills and labour shortages:** Workforce gaps exist but currently operate within wider viability and regulatory constraints rather than acting as the primary barrier





# Skills and Labour Supply and Skills Gaps

- **Pre-construction and design:** shortages in planners, engineers, architects and project coordination roles.
- **Site and construction:** pressure in roles such as bricklayers and site managers.
- **Building services and low carbon:** increasing demand for electricians, heating engineers and renewable installation skills.
- **Compliance and quality:** limited capacity in building control and building and fire safety roles.
- **Modern Methods of Construction (MMC):** capability gaps in factory production, technical design and coordination roles.





# Regional Knowledge Centre

## Tackling the FE Technical Teacher Crises – Year 1 Activity

- A new model to support the recruitment, retention and development of FE technical teaching professionals.
- Regional CPD facility, industry updating, knowledge exchange, good practice, vendor masterclasses, curriculum innovation.
- **Sub Regional Knowledge Centres – teaching hospitals model.**
- **VLE and RKC Platform to launch in 2026.**
- **Community of South East Construction Training Professionals. (Potential membership 700)**
- **FE Teacher Industry Exchange (FE TIE) – from April 2026.**
- FE Reservist – test and learn pilot developed by Warwick University.
- Specialist curriculum co-designed with industry – Civil Engineering, MMC, Electrical.





# FE Reservist Model

- An FE Reservist is an industry professional deployed on a flexible, short-term basis to support teaching and learning within FE providers.
- Concept developed by associates at Warwick University
- Three deployment and training models:
  1. Masterclasses and guest lecturing
  2. Co-teaching and practical training
  3. Dual professional and career transition to FE
- Can be distinct routes into FE as well as a potential journey to a full career
- Model will align process, training packages, support and metrics to enable a pilot and evaluation





# Employer Engagement and Industry Collaboration

## Priorities

- **Regional and sub regional skills planning**, based on authoritative labour market data to align skills supply with skills demand.
- **Sub-Regional employer and provider forums** to sharpen the focus on current and future skills needs in the construction sector.
- **Developing new models which drive increased employer investment** in workforce training and apprenticeships with a specific focus on supporting SME's to navigate and engage with the skills system.

## Outputs

- **Industry 4 Council:** Sub-regional platform for dialogue between industry, providers and strategic bodies. Model developed in Kent & Medway shared with LSIP's across the Region.
- **Industry Group Training Model:** Independent, impartial advice & technical training expertise to support SMEs. Aggregate demand, navigate the system, secure funding, train their workforce, and boost apprenticeships.
- **Frameworks and resources for SME's** developed including Employer Guide, apprenticeship video, and major infrastructure project skills agreements.





# Framework and Resources for SMEs

## Progress

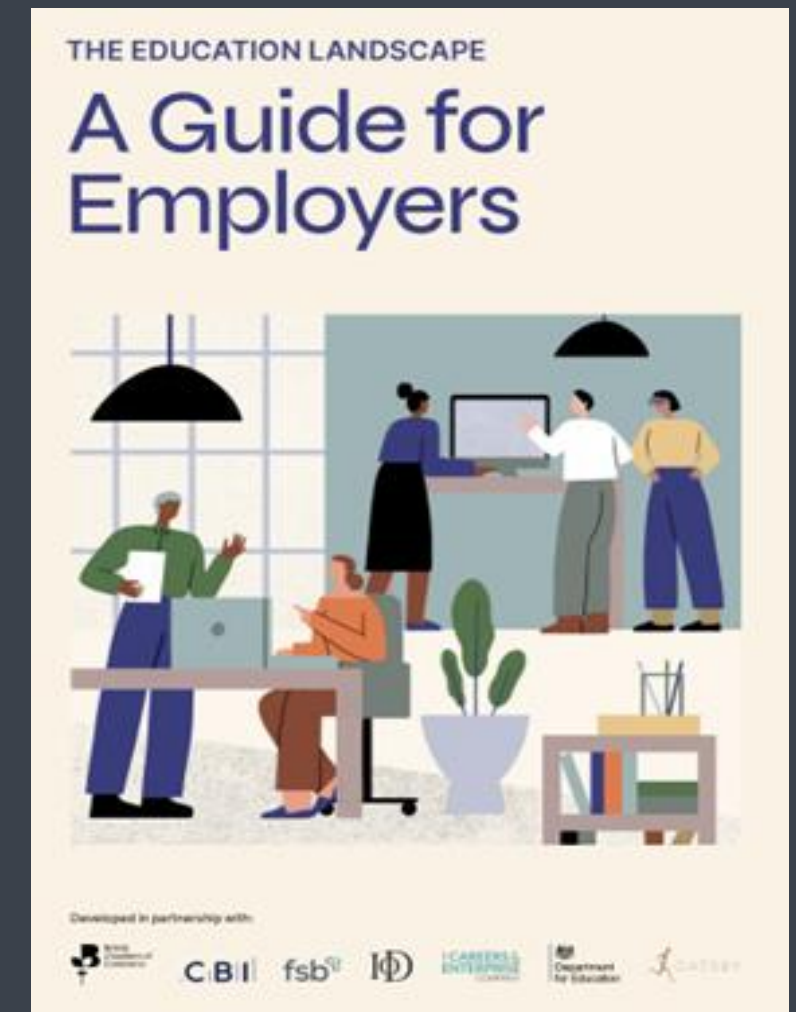
- Draft Accountability Framework developed using proven models (e.g. Manchester)
- Clearly sets out how employers engage with the local skills system and meet social value commitments

## Supporting Resources

- Employer Guide
- Apprenticeship explainer video

## Next Steps

- Finalise Guide and video (April)
- Refine Framework with EDC, LTC and Tier 1s
- Explore outcome-tracking systems, including potential collaboration with the Supply Chain Sustainability School





# The SECTEC is building partnerships across the Region with visits to every College group





# New SECTEC Web Site – Live!

[www.sectechub.co.uk](http://www.sectechub.co.uk)

- HOME
- SKILLS PROVIDERS ▾
- EMPLOYERS ▾
- TECHNICAL EDUCATORS ▾
- CAREER JOURNEYS ▾
- EVENTS & NEWS



THE SOUTH EAST  
**CTEC**  
CONSTRUCTION  
TECHNICAL EXCELLENCE  
COLLEGE  
NKC  
NORTH KENT  
COLLEGE

THE FUTURE OF  
CONSTRUCTION SKILLS

CONTACT US





# Careers and Engagement Events

- Geography Teacher Encounter with the Lower Thames Crossing
- Skills Competition – Future Communities Challenge
- Construction Taster Day – SEND and at risk of NEET





# Construction Taster Day 27 February

## Engaging workshop & employer activities





# Interactive Careers Map



✕

### Site Manager

£45,000 - £65,000

**Role Overview**

Complete responsibility for site operations, safety, quality, and project delivery within budget and time.

✕

### Site Engineer

£32,000 - £45,000

**Role Overview**

Responsible for setting out, levels, quality control, and providing technical solutions on site.

✕

### Senior Project Manager

£65,000 - £90,000

**Role Overview**

Leading major construction projects with significant budgets, complexity, and stakeholder management requirements.

The current version is a preliminary draft intended solely for illustrative purposes; the final design will undergo modifications and may differ from the present iteration.





# SECTEC Year 2 Priorities

- Yr1 Continuation FE Reservist, Supply Chain SV delivery framework, Curriculum Development for advanced surveying and groundwork, Electrical bridge to industry, LTC skills competitions.
- Establish Regional Partnership Board – Anchor Colleges and Employers
- Commission a subregional curriculum development – MMC, Civil Engineering and Groundworks, skills gaps.
- Anchor Institutions and commissioning across the region
- Regional Knowledge Centre roll out including VLE
- Mobilisation of FE Teacher Industry Exchange Programme
- Establish revised staffing structure including Ops Director and hub support staff





## Thames Valley Oxon, Berks thoughts

- Major New settlements Bicester, Didcot GT's (GV's?)– MMC?
- ECTA links developing – Bridge to Industry – needs local ITP buy in but don't want to duplicate national work – what are regional priorities – e.g. EV charging installation
- Major Infrastructure is largely East West Rail, Solar Farm, and Innovation parks – Civils spoke around rail?
- Widespread small <1500 homes developments in Berks
- Regionally potentially greater demand for microgeneration
- TIE programme is a good way to build a collaborative EE model and/or an FE reservist pilot
- More news to come on SSA5. 2 Industry Placements





**125 YEARS OF PROGRESS**  
Powering a future of opportunity



# The ECA

ECA is the UK's leading trade association for the electrotechnical and wider engineering services industry

**Aim:**

Drive growth and prosperity for the industry and our members

# Electrotechnical Training and Careers Alliances



Powering a Future of Opportunity

Electrotechnical Training and Careers Alliances (ETCAs) are an innovative and unique initiative launched by ECA in 2024.

Participants include:

ECA Members

TESP

JIB/ECS

NICEIC

Unite

Training provider network (FE Colleges and ITPs)

Local Authority

Awarding Organisations

# Electrotechnical Training and Careers Alliances



Powering a Future of Opportunity

- Address the skills gap and broken skills pipeline
- Promote high standards in the sector
- Support providers to fully understand the sector and its requirements
- Help Members collaborate both among themselves and with other local stakeholders
- Influence the Local Skills Improvement Plan, local skills delivery and careers promotion
- Support more people into apprenticeships and other recognised training routes
- Lobby government for change
- Ensure the voice of industry is present within DWP and Skills England

# Thames Valley



Powering a Future of Opportunity



## Priorities include:

- Create a landing page detailing the regional educational offer and funding opportunities for businesses to access training

# EVIDENCE, VALIDATION & REPORTING

## **How employer feedback and validation will be captured**

- Discussions at WDPs
- Minutes of the meetings
- Working group establishment and feedback into main meetings

## **How WDP insights will feed into LSIP monitoring**

- Publication of an annual visitor economy skills priorities statement

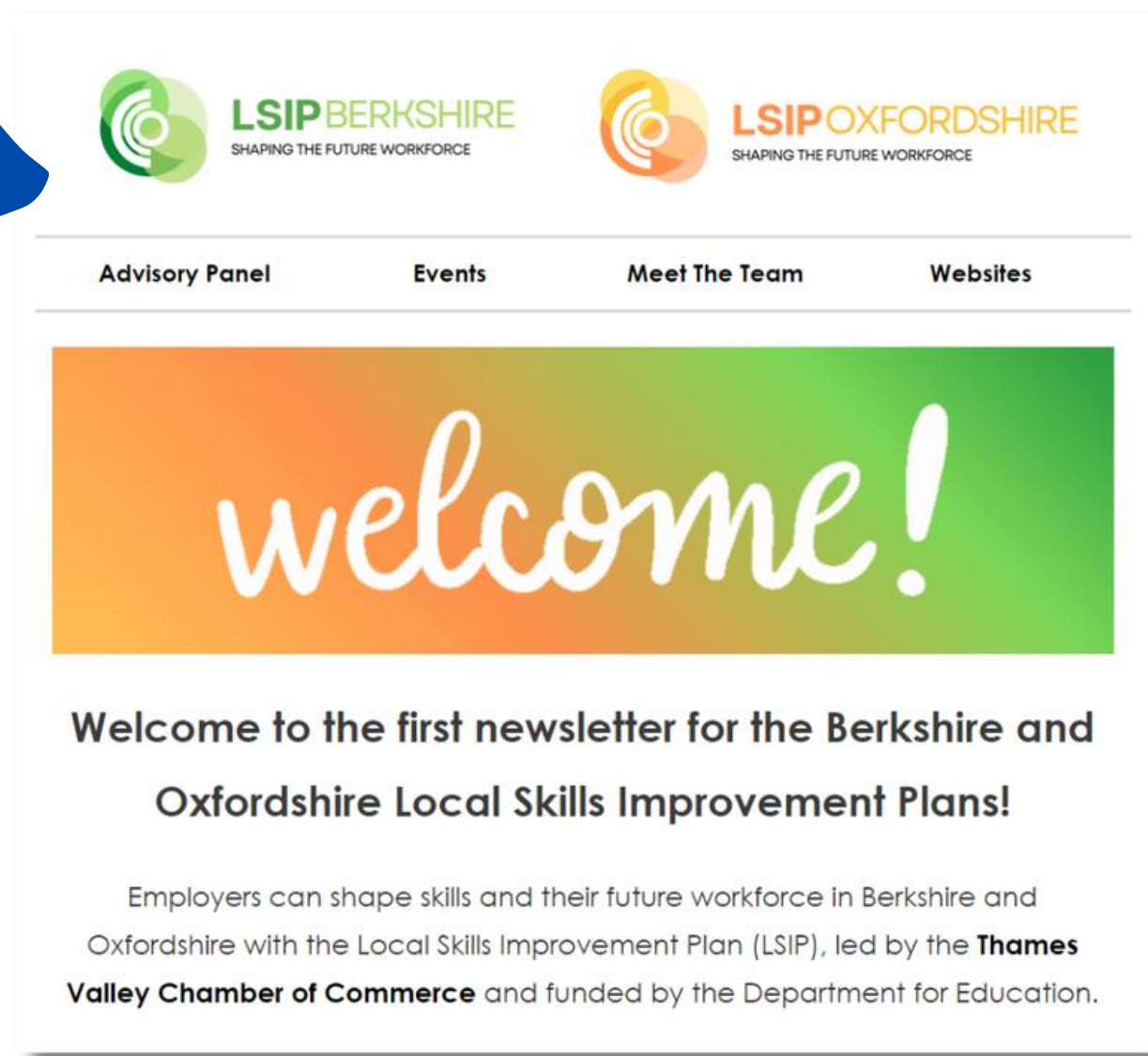
# ACTIONS, OWNERSHIP & NEXT STEPS

Confirm actions, leads and milestones

Agree focus and timing of next meeting

# THANK YOU FOR YOUR PARTICIPATION

Sign up to our Monthly Newsletter to keep up to date;



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