



CECA Communicates

A TRAINING & DEVELOPMENT SPECIAL



Infrastructure: The Skills Agenda

Following the Government's recent publication of its Infrastructure Bill, which proposes major reforms to the highways sector in England and a speeding up of major infrastructure projects, this issue of *Communicates* examines what many CECA members are reporting as the number one issue in our sector - addressing the looming skills gap in our industry.

The construction sector was hit hard by the downturn, but now as the economy has returned to growth and the industry is growing, the demand for a suitably-qualified workforce is intensifying.

CECA will continue to work to ensure that our members have access to the best training and development advice, to enable them to attract the brightest and best to the infrastructure sector.

Industry must work with Government and training providers to promote a positive message about careers within the construction industry and to raise awareness of the opportunities available. It is only by recognising the best of young talent in our industry that we can rise to the historic challenge of upgrading the UK's infrastructure for the 21st century.

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First Words

Welcome to the latest issue of *CECA Communicates*, a training and development special that highlights the challenges facing our industry if we are to upskill the workforce and attract sufficient new entrants to meet future demand.

CECA has long argued that everyone in our industry must work with Government and skills providers to ensure that we establish an effective, demand-led skills system that can respond effectively to the evolving needs of business.

In this issue you will find a report on the Government's Infrastructure Bill (pages 3-4), which includes proposals to transform the Highways Agency in England into a government-owned company ('Go-Co'). This is a measure CECA has called for as a means of driving best practice in the roads sector, and we will be monitoring the legislation as it passes through Parliament in order to keep members informed of relevant developments.

You will also find a case study on the Dawlish Coast rail scheme (pages 5-6), in which a number of CECA members collaborated to deliver emergency repairs to the coastal line after last winter's storms. CECA is delighted to be able to showcase Dawlish as an

example of successful collaboration in our industry, particularly as the project received widespread coverage in the national press. Moreover, Dawlish was singled out for special mention by Chief Secretary to the Treasury Danny Alexander MP when he spoke at a recent CECA event. Mr Alexander described the efforts of CECA members to repair the line as quickly as possible as "fantastic."

Also in this issue you will find articles on Workload Trends (page 7), and the findings of CECA's annual Training & Development Survey for 2014 (pages 8-9). Both surveys have highlighted that there is a pressing need to grapple with a looming skills gap in the construction sector if the industry is to rise to the challenge of building and maintaining the country's infrastructure in the next decade.

For this reason, it is vital that industry attracts the best and brightest new entrants. Schemes such as the National Women in Construction Day and the Be Fair Framework (pages 18-19) are endeavouring to do just that, while CSCS are launching important reforms to their card system that will ensure that all those employed in the infrastructure sector are suitably qualified for the jobs they are doing (pages 16-17).



With less than a year to go until the next General Election, this is an exciting time for the infrastructure sector. It is also time to seize the opportunity to make sure our sector boasts a world-class workforce capable of delivering the infrastructure of tomorrow.

Best wishes,

A handwritten signature in black ink, appearing to read 'Alasdair'.

CECA Chief Executive
Alasdair Reisner



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Infrastructure Bill

Good News For Contractors?

Roads Reform Tops The Bill In The Queen's Speech At The 2014 State Opening of Parliament



The State Opening of Parliament this year saw the Government introduce ambitious reforms to the Highways Agency

In June the Government announced its legislative agenda for the Parliamentary year ahead. Bills announced in this year's Queen Speech included an Infrastructure Bill reforming the way in which the English strategic road network is managed.

Eleven Bills will be presented to Parliament, in the final session before the General Election in May 2015. Three draft Bills have been published for pre-legislative scrutiny and six have been carried over from the last session. This includes the Bill giving the powers required to construct phase 1 of the proposed HS2 scheme.

The roads reform proposals within the Infrastructure Bill will provide certainty of funding and clear pipeline visibility for CECA members operating in the roads sector.

CECA Chief Executive Alasdair Reisner called on the Government to transform the Highways Agency into a Government-Owned Company (Go-Co) in May 2014, arguing that the reform was "the best means of giving suppliers the confidence to plan ahead, invest in developing the workforce, and to drive better value through the ability to put in place long-term contracts."

These changes, which have been long called for by our industry, will result in greater efficiency in the way the Highways Agency operates, maintains, and improves the strategic road network.

The Bill proposes to turn the Highways Agency into a government-owned company ('Go-Co'), along with the development of a committed five-year investment strategy.

Significant benefits and efficiencies will arise as greater visibility of future project pipelines will be available to the supply chain. Long-term knowledge of this investment will inform suppliers of the likely volume of work coming to the sector, allowing them to invest strategically, rather than tactically, in training, plant, equipment, and research and development.

Commenting on the Bill's publication, CECA Chief Executive Alasdair Reisner said: "The Government's proposals for roads reform will deliver greater efficiencies in the way the Highways Agency manages the strategic road network by offering certainty of investment and stability in the sector.

"Our members have always said that greater efficiencies can be achieved where they have good visibility of their forward work programme. These proposals will give suppliers the confidence to plan ahead, to invest in developing a workforce, and to drive better value through the ability to put in place long-term contracts.

"However, with less than one year until the General Election, it is vital



CECA has campaigned for reforming the Highways Agency by making it a Government-owned Company ('Go-Co')

that the confidence the industry has gained to date is not lost through any further delay in the implementation of these reforms.”

The Government has said that the Infrastructure Bill will “bolster investment” in the UK’s infrastructure sector, equipping Britain to “compete in the global race.” Other measures in the Bill include proposals to simplify and speed up the development process for the building of nationally-significant infrastructure projects and, subject to the outcome of a consultation, measures to pave the way for the roll out of shale gas exploration across the UK.

CECA is closely monitoring the Bill’s passage through Parliament to ensure that there is no unnecessary delay in the implementation of these reforms. The forthcoming legislative session

will also introduce a Small Businesses Enterprise and Employment Bill covering the whole of the UK. This Bill includes measures to improve access to finance for small businesses, improve payment practices between small businesses and their customers, and ensure small firms have fair access to public sector procurement contracts.

The Bill will increase transparency as to who owns and controls UK companies through a register of beneficial ownership. It strengthens rules on director disqualifications and removes unnecessary costs from insolvency law. It also takes additional steps to tackle National Minimum Wage abuses and any abuse in the operation of zero-hours contracts.

Furthermore, the way in which National Insurance Contributions are

collected from the self-employed will be simplified and additional measures will be introduced to tackle tax avoidance. Finally, a Targeted Anti Avoidance Rule (TAAR) to prevent people from circumventing new legislation tackling avoidance involving offshore employment intermediaries and employment intermediaries facilitating false self-employment will be introduced.

Parliamentarians debating legislation in the final session of the Coalition Government will be mindful of the forthcoming General Election. It is therefore vital that civils contractors work collaboratively with other stakeholders in our sector and with our clients to ensure that policy changes of vital importance to the entire industry maintain cross-party support over the coming year, and ensure smooth passage of legislation onto the statute books.

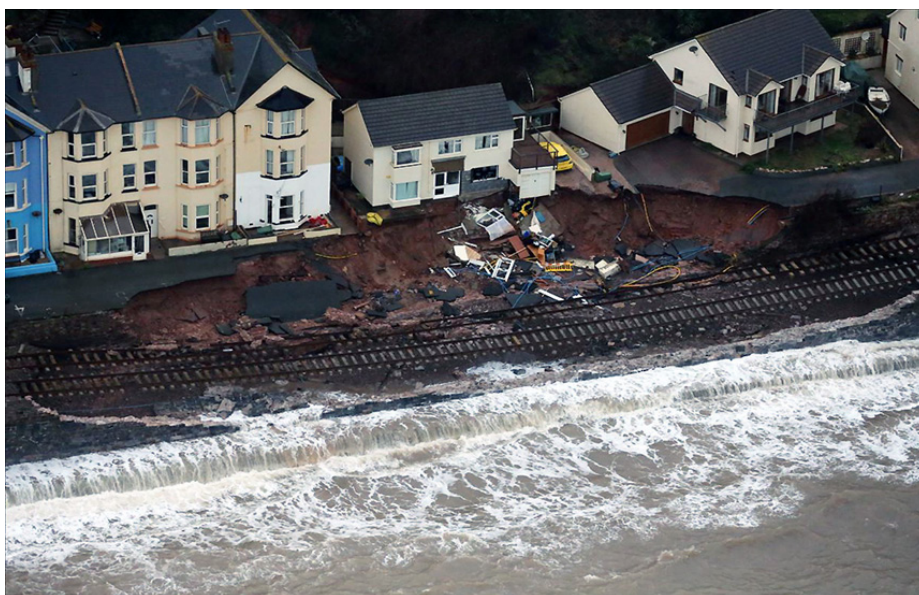
CECA will continue to work hard to ensure that the interests of civils contractors are represented as the 2014-15 Parliamentary session begins, and will keep members informed of developments as the legislation progresses.

If you would like any further information on the Bills announced in this year’s Queen’s Speech, please contact CECA’s Head of External Affairs Marie-Claude Hemming by e-mail: marieclaudhemming@ceca.co.uk

Rail

Dawlish Coast Project

CECA Members Achieve National Recognition For Emergency Repair Job After Extreme Storm Damage



Above: An Aerial View of Damage to the Railway at Dawlish

Network Rail enlisted the help of five CECA members to undertake the vital programme of repairs to the railway infrastructure at Dawlish resulting from the extreme storm damage on the night of 4 February 2014.

The UK and world media took an immediate interest in the incident when a large part of the seawall collapsed into the sea, washing out much of the track bed behind it, leaving the track and concrete sleepers sagging over a deep gash in the line.

Such was the scale of the damage that Prime Minister David Cameron paid a visit to inspect the site. The economy of huge parts of the south west of England was immediately under threat, so the track had to be fixed - and quickly. The Principal Delivery Team was formed within 24 hours of the storm (see box).

Network Rail – who dealt with the initial management of the situation, the appointment of contractors and overall project management.

BAM Nuttall – who acted as the Principal Contractor for the Dawlish Warren to Dawlish Station section of the railway.

AMCO Rail – who reconstructed the 'hole' in the seawall and dealt with the critical cliff face collapse at Woodlands Avenue.

Dyer & Butler – who acted as Principal Contractor for the repairs to the line between Teignmouth and Dawlish Warren.

Sisk – who rebuilt Dawlish Station.

Amey – who re-laid the tracks and reinstated the signalling.

In addition, various divisions of CECA members Hanson and Aggregate Industries worked with the delivery team members to supply ready mixed concrete, bespoke precast units and aggregates in the right quantities at the right time - services vital for successful delivery of the complicated programme.

CECA members succeeded in collaborative working to meet the huge challenges of re-opening the line as rapidly as possible, to work safely without cutting corners, and to provide a storm resilient solution that was more than a temporary fix - and all of this had to be achieved under the full glare of a worldwide media spotlight!

The Principal Delivery Team was clear on its specific areas of responsibility and set about the tasks required. The BAM Nuttall team was required to carry out an initial damage assessment and stabilisation work, before undertaking the extensive repairs to the parapet walls and high level walkways along the Dawlish Warren section. They also oversaw the repair works to the station buildings at Dawlish.

The work undertaken by Dyer & Butler involved the detailed survey and structural repair of a number of sections of damaged seawall, walkway and trackside parapet. It soon became apparent that the critical activity for them was the excavation and removal of the main slip area at Woodland Avenue, totalling 35,000 tonnes of cliff material (and still counting with ongoing works in the second phase).



The Dawlish Coastal Project (above) was singled out for special praise by Chief Secretary to the Treasury Danny Alexander MP at a CECA event earlier this year

High pressure water cannons were brought in to wash the cliff material onto the track below. Twenty-four hour shift working by AMCO Rail and Dyer & Butler, in collaboration with the Devon & Somerset Fire Service and other key local suppliers and sub-contractors, enabled the cliff material to be removed to beach level and allow the subsequent completion of concrete and track renewal operations.

AMCO's immediate priority was to stabilise the site of the main 'hole' in Dawlish and prevent further erosion and damage to both the railway and adjacent residential houses which were also under threat of collapse. Liberal use of sprayed concrete work provided sufficient protection and support to stabilise these properties. The suspended track was removed and debris and rubble used to create a temporary buttress at the front of the most 'at risk' properties. To stabilise the breach in the seawall, 19 aggregate filled shipping containers

were placed in front of the gap and welded together. Sections of old track and concrete sleepers were used as extra reinforcement during the sprayed concrete work. The team then focused on backfilling and installing the new wall.

The ground level was raised with the installation of 168 VCB (Vehicle Collision Barriers) with 40mm stainless steel transverse tie bars to form the front shutter of the new wall, backfilled with 2,600m³ of C50 concrete. With limited access to the site, this concrete had to be pumped from the roadside high above the site via a 36m boom and 160m of static line. Only then could the next level be formed, using 85 L-shaped 4.5T precast units to form a trough, into which 1,000 tonnes of ballast was placed.

Just 10 days into the repair work, Mother Nature had one further twist for the project in the form of

a huge Valentine's Day storm, which destroyed some of the progress to date and extended the 'hole' by a further 25m. Had it not been for the sprayed concrete work and aggregate-filled containers that had been installed, the destruction would have been far worse. Despite the setback, the teams redoubled their efforts and work progressed to plan with the line re-opening after just eight weeks – two weeks ahead of the published schedule, ready for the Easter advance bookings. This was critical to the travelling public and the wider economy of the south west.

As would be expected in a project of this scale, with up to 450 workers in each 24 hour period, safety management played a major part in the project. A Health and Safety Manager was appointed in addition to a Working Practices Patroller, a policy of fatigue management was followed and a close eye was kept on the weather, with operatives standing down during stormy periods. As a result, only one incident of injury - a twisted ankle - was reported.

Through the collaboration of CECA's members, the whole project was acknowledged by government and the wider public as a huge success for the civil engineering industry, the railway sector and, of course, for the civil engineering companies and individuals concerned. It was an example of UK civil engineering at its collaborative best, demonstrating innovation, commitment and technical expertise in working towards a common goal.

For more information contact CECA Southern director Alan Taylor - alantaylor@cecasouth.co.uk

Workload Trends

Results from CECA Survey for 2014 Q1

CECA Survey Shows Momentum Is Gathering In The Infrastructure Recovery, But Skills Shortage Is Looming



Results from CECA's Workload Trends Survey for 2014 Q1 indicate that members' workloads have increased, signifying that the infrastructure sector has bounced back from a disappointing quarter at the end of last year.

Yet members also reported escalating pressures to find suitably-qualified workers, with more than a quarter (26 per cent) of companies struggling to find such employees. On balance, 48 per cent of firms in Britain expect the employment of operatives to increase in the next year, and 49 per cent expect the employment of staff to rise in the same period.

In light of these results, CECA have called for co-ordinated action to ensure that future skills demand can be met. Commenting, CECA Chief Executive

Alasdair Reisner said: "These figures show that momentum is gathering in the recovery of the infrastructure sector. This is good news, given the impact of the bad weather over last winter.

"However, CECA members are increasingly reporting difficulties in sourcing suitably-qualified staff and operatives. As the industry grows the demand for a suitably-qualified workforce will only intensify.

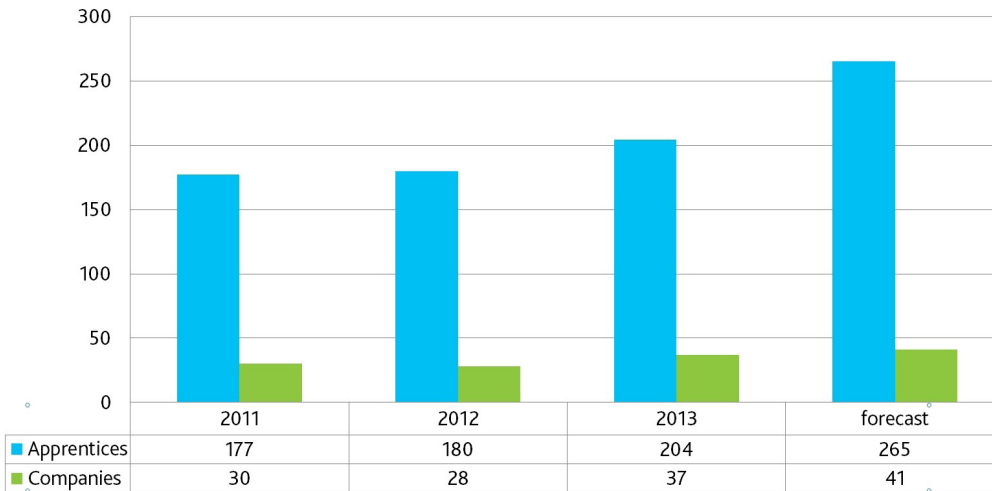
"There is a looming skills gap in the infrastructure sector that must be addressed if the industry is to efficiently fulfil its potential as a driver of economic growth. Responding to this issue will require co-ordinated work across the sector to ensure we have enough capable people to deliver future demand."

The total number of contractors who took part in CECA's 2014 Q1 Workload Trends Survey numbered 95. CECA would like to thank those who took the time to respond. A copy of the report is available to download from the members' area of the CECA website. If you would like more details on the Workload Trends Survey, please e-mail Alasdair Reisner (alasdairreisner@ceca.co.uk).

Training & Development

CECA Survey

CECA Members Investing In Skills For Future Growth



Above: Apprentices Recruited Each Year

CECA's annual Training & Development Survey was carried out in May. Once again, the survey collected data from a significant proportion of CECA members, with over 25 per cent of CECA member companies responding to the survey, representing a total of more than 38,860 employees. From 93 responses, 69 were from SME sized businesses: 27 small, 42 medium, and 24 large businesses.

It is pleasing to see that the results from this year's survey reflect many of the positive trends observed in the last survey. Many members reported positive trends in terms of improving turnover and rising trends in the recruitment of graduates and apprentices. Forecast figures for 2015 also showed a sharp rising trend, something which has not been apparent in previous surveys.

Greater Focus on Apprentices

Many CECA members who completed this survey have been steadily

increasing the number of apprentices and several companies indicated a strong desire to begin recruiting apprentices.

“Unless addressed immediately, the UK will face a substantial construction skills shortage over the next decade.” - CECA Chief Executive Alasdair Reisner

Despite encountering several difficulties and disappointments, one of the smaller members remains “determined” to recruit their first apprentice this year. From the members who responded to the Training & Development Survey, over 40% had employed apprentices over the past 12 months. The survey also showed a healthy increase in numbers within the same companies over the past 3 years (see graph, above).

The number of companies recruiting apprentices over the past 3 years has increased from 30 to 37, with the number of apprentices recruited increasing from 177 to 204. This is very encouraging and in line with the data received from last year's survey. The forecast suggests this trend will continue.

There is, however, currently concern within the construction industry that the proposed changes to apprenticeship funding mechanisms might disadvantage or discourage small and medium sized employers from recruiting apprentices. It would be very regrettable if this trend was reversed at a time when there is a need to provide more opportunities to help bridge skills gaps and drive sustainable growth.

Commenting, CECA Chief Executive Alasdair Reisner said: “CECA has long argued that an effective skills system is vital in developing an efficient workforce and is a key driver of economic growth.

“Industry must work together with Government and skills providers to ensure the system is demand-led and can respond to the evolving needs of businesses of all sizes.

“Unless addressed immediately, the UK will face a substantial construction skills shortage over the next decade. This is why CECA has called on the Government to prioritise working with industry and education leaders to promote a positive message about careers in the infrastructure sector and to ensure all children of primary

and secondary age and their teachers, parents and carers are well informed about the wide variety of challenging, dynamic and exciting job opportunities available in our sector.”

Graduate Recruitment

There is a rising trend in the number of companies recruiting graduates and in the total number of graduates recruited year on year over the past three years (see graph below). Over 32% of members who responded to the Training & Development Survey had employed graduates during 2014.

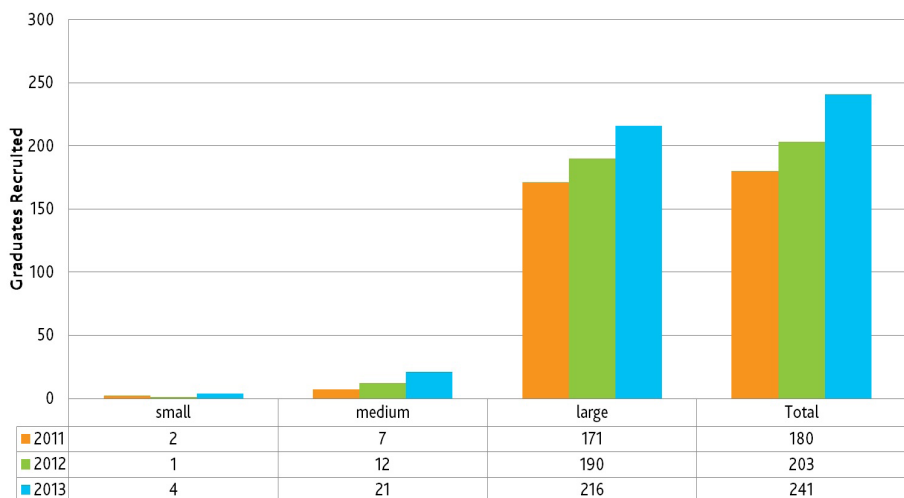
It is very encouraging to see that CECA members have recognised the importance of investing in skills even when order books were fragile. As the industry grows, the need to recruit and retain talent will only intensify. So it is essential that CECA continues to work closely with all stakeholders to improve the image of the industry and remove any barriers to ensuring that the industry has the people it needs with the right skills.



With more certainty in workloads, there is the real opportunity promote a positive message about careers within the infrastructure sector. CECA is very grateful to everyone who took the time to complete the survey, and welcome all feedback

on the survey or the results. The full survey report will be circulated amongst members and the results of the survey will help shape CECA’s skills strategy, facilitating meaningful dialogues with stakeholders including the Government and clients.

The actions resulting from this year’s survey will build upon those from 2013 and will bring benefits to members in relation to targeted training, the recruitment of new entrants and funding.



Above: Graduates Recruited By Year (By Size)

The CECA Training & Development Survey 2014 is available via the members’ area of the CECA website. For more information, e-mail Training@ceca.co.uk

Industry Affairs

CECA National

Utility Service Avoidance Initiatives



CECA National Civil Engineering Manager Peter Crosland writes for CECA Communicates

There has been a significant amount of interest over the last few years around the investigation of buried utility services and the industry's interest is not likely to disappear anytime in the near future for a number of reasons.

The amount of documentation and best practice now in circulation is probably at an all time high – and this is due to be added to with the launch of PAS 128, (Publicly Available Specification – Underground utility detection, verification and location).

It is not long ago that the HSE published the Third Edition of *HSG47 – Avoiding danger from underground services* - and on top of this there is a plethora of other old and new documents available through NJUG (National Joint Utilities Group), NUAG (National Underground Asset Group), USAG (Utility Service Avoidance Group), JUDAF (Joint Utility Damage Avoidance Forum) and the

MTU2 (Mapping the Underworld) to name but a few. Secondly, the large sums of money now being imposed by the courts where accidents (including fatalities) occur is now forcing organisations to do everything they can to remove the risk of a utility strike.

It is worth stating that despite the huge amount of documentation available on the subject, accidents still happen – and somehow we have to implement behavioural safety. This will involve making changes to the way we work, so that there is an imperative on everyone – from Managing Director to site operative - to fully understand the consequences of their actions.

Easy words, I know. But having been 'in the dock' at the Yorkshire & Humberside Mock Trial (see page 14), the thought of standing in a court having to give evidence on 'who did what', should be enough to make everyone pause to think.

There are of course different categories of work within the civil engineering infrastructure industry and it has been pointed out to me that there is a big difference between 'general civil engineering work' and 'utility engineering work'. And perhaps this is where the problem lies in that each organisation has developed their own bespoke working procedures, and the potential to get things wrong is when staff move around from one organisation to another.

CECA have been very active in engaging with members and clients to better understand what needs to be done differently in future. I am due



to attend a number industry 'launches' over the coming weeks and, working with CECA Scotland, will try to provide a snapshot of what others think best practice actually is.

CECA National will not be re-inventing the wheel and nor will we be producing even more documentation on the matter. However, what I hope to do is provide simple examples of best practice covering various scenarios and then share these with members. Conversely, if members feel they have useful information to share with me I would be delighted to incorporate this into any material produced.

If you would like further information, you can contact CECA National Civil Engineering Manager Peter Crosland at petercrosland@ceca.co.uk

Shale Gas

Energy of the Future?



Cuadrilla meet with CECA North West



Cuadrilla estimate more than £1 billion could be returned to Lancashire communities over a 20-30 year shale gas production timescale

In summer 2013, Cuadrilla Resources, the company seeking to extract shale gas from locations across the UK, met members of CECA North West to discuss its development plans for Lancashire's Fylde coast, and potential opportunities for contractors.

Francis Egan, Cuadrilla's Chief Executive, mindful of the controversies surrounding 'fracking' (or properly termed, hydraulic fracturing), carefully set out the case for the defence. In response to reports that shale gas exploration contaminates the aquifer, he stressed that shale is fractured four kilometres below the surface, a few hundred metres in length at most, and cannot migrate through different rock layers to the aquifer.

At the same time, Mr Egan pointed out that shale gas exploration is about far more than just 'keeping the lights on' – as 55% of gas goes to heat and

industry. With the UK running out of its indigenous gas supply, and growing concerns over our dependency on gas from other sources, there is an urgent need to develop an effective alternative. The Bowland-Hodder shale formation in northern England contains an estimated 1300 trillion cubic feet of gas, providing a significant and sustainable solution to the UK's energy security needs.

Turning to the economic benefits from fracking, Mr Egan referred to the scale of unsubsidized private investment, and the potential creation of up to 75,000 jobs (at peak). Fracking also has the potential to replicate the 'Aberdeen effect' – the beneficial economic impact of the oil and gas industry upon north east Scotland.

Environmentally, shale gas exploration is governed by the highest regulatory standards, and has a far smaller surface

footprint than other sources of gas extraction.

Moreover, Cuadrilla has pledged that communities will receive £100,000 for every exploration well site that is hydraulically fractured, and also receive one per cent of revenues from future shale gas production. Over a 20 to 30 year shale gas production timescale, more than £1 billion could potentially be returned to Lancashire communities within the Bowland Basin licence area alone.

Recognising the socioeconomic benefits that shale gas exploration can bring to a community, Cuadrilla stressed it was keen to work with CECA North West members based in Lancashire. Since the initial meetings, CECA North West has worked closely with Cuadrilla and was delighted to find that one of its Lancashire-based members was awarded an initial contract this spring. This year, a similar meeting has taken place with Halite Energy, which is seeking to build an underground gas storage facility near to where Cuadrilla is operating. CECA North West is confident that, through developing strong relationship with the company, similar contract opportunities can be developed for our members.

If you would like more information about CECA North West's forthcoming meetings with clients and stakeholders, contact CECA North West Director Guy Lawson (Guy.Lawson@virginmedia.com).

CITB

Changes to the Levy



CITB is making changes to the Levy to ensure it is as affordable as possible for employers, whilst ensuring grants can continue to be paid to support training

Following consultation with industry, CITB's board has announced that changes will be made to simplify the Levy for many employers. CITB have determined that the opinion of many employers is that collating the labour-only subcontractor (LOSC) information needed to complete the Levy Return can be overly-complicated, time consuming and lead to extra administrative costs.

CITB is understandably keen to reduce this administrative burden, and have developed changes to the Levy with an industry-led Levy Working Party, which included a CECA representative. The changes are subject to Parliamentary approval in the New Year, and will form part of the 2015 Levy Order legislation, that will set out how the Levy will be calculated over the next three years. From 2017, Labour-only sub-contractor payments currently required on the Levy Return will be replaced with payments made to Net (taxable) Construction Industry

Scheme sub-contractors - employers already declare these figures to HMRC on their monthly CIS 300 Returns. This will reduce the separate record keeping and administrative costs many employers currently face to complete their annual Levy Returns accurately. CECA members should note that if they only employ PAYE staff, they will not be affected by these changes.

Under the changes, most employers will pay approximately the same amount of Levy as they do now. Using figures provided by employers on their 2014 Levy Returns, CITB has been able to identify that 84 per cent are likely to pay the same amount or less Levy under the new basis, and a further 6 per cent are likely to see an increase of no more than £500 in their Levy Bills. The new Levy rate has been set to keep the Levy as affordable as possible for employers, while ensuring grants can be paid to support training. The Levy rate will be reviewed again prior to the 2018 Levy Order.

Key features of the Levy changes:

- Levy features designed to protect the smallest employers will be maintained. This includes the Small Business Levy Exemption and the Small Business Levy Reduction.
- It is planned to increase the number of employers who will benefit from the Small Business Levy Reduction.
- The PAYE Levy rate remains unchanged at 0.5%.
- Levy will no longer be charged on labour-only sub-contracted payments (LOSC) but instead take on payments employers make to Net paid (taxable) CIS sub-contractors.
- Payments to Gross paid (non-taxable) sub-contractors are excluded.
- The LOPR offset facility will be removed to simplify the Levy further.
- Levy calculations for sub-contracted labour will be based on transparent figures already provided to HMRC.

For more information, visit <http://www.citb.co.uk/levysimplification>

Skills

Formwork Apprenticeships



The construction industry faces a skills 'time bomb' if it fails to recruit new workers to replace more than 400,000 people set to retire in the next 5-10 years. Therefore we need to encourage more young people to join the industry. Apprenticeships are the lifeblood of the construction industry and the best way of growing a talented and diverse workforce for the future.

Formwork is one of many skilled construction trades which requires underpinning knowledge and skills that allow the workforce to problem solve as individuals, while requiring them to have the skills necessary to work as part of a team. The industry will always require a workforce that operates at this level of competence.

A new level 2 apprenticeship in Formworking has been designed in close consultation with industry to provide a sound working knowledge of a wide variety of skills that will prepare the apprentices to work competently on site. Formwork is an essential component of the reinforced concrete construction process.

Funding Available for Apprentices: Employers registered with the CITB are able to claim an apprenticeship grant of up to £10,250.

Employers in England may also be able to claim £1,500 from the National Apprenticeship Service if they have not recruited an apprentice in the last 12 months.

This apprenticeship will provide the necessary skills to fabricate, set out and erect formwork structures using a range of materials and proprietary systems in the construction site environment. The current Framework model consists of the level 2 Diploma which will be delivered at college and the NVQ of the same level, which is solely based on evidence that the candidate collects from

for all diplomas - health and safety, communication and construction technology, the Formwork Apprentice will learn about:

- Interpreting diagrams and technical drawings
- Principles of setting out
- Fabricate and repair – wooden and system formwork
- Erect and strike – wooden and system formwork
- Erect and strike – crane handled formwork
- Concrete (mixes, volumes and placing).

Periods between college training are spent on site with the apprentice's employer developing skills and experience, whilst producing evidence for completing the NVQ/SVQ qualification. When the Diploma is complete all the Diploma units will be claimed, apprentices will continue in learning while completing the NVQ on site. When deemed competent by the NVQ assessor, all units of NVQ learning will be claimed thus completing the framework and achieving a valuable and valued qualification. All frameworks have a progression level and when this apprenticeship is complete, candidates can progress to level 3, most often a supervisory level.

For more information, visit www.citb.co.uk

CECA Yorkshire & Humberside Mock Trial

CECA Yorkshire & Humberside Members Attend Mock Cable Strike Court Case

SIMPSON & MARWICK



'Judge' Mark Roper presides in the imposing setting of Morley Courthouse as the prosecution makes its case

CECA Yorkshire & Humberside would like to thank all CECA members who attended its 'Mock Trial' event at Morley Courthouse in Leeds in May. The event was a great success, with over 40 members in attendance, and feedback received was excellent. The proceedings focussed on the trial of a hypothetical supervisor who was being prosecuted under the Health & Safety at Work Act, after a cable strike on site that had caused serious injuries to a number of employees.

The workshop provided an authentic insight into the mechanics of a health and safety trial in the Crown Court, and demonstrated the challenges faced by witnesses in dealing with questions put to them in court. It thus provided attendees with invaluable guidance on best practice in the event of any investigation and prosecution relating

to health and safety. The session was run as a condensed 'real-life' trial, with witnesses provided for the defence and prosecution, a summing up by the Judge (CECA Yorkshire & Humberside director Mark Roper), and a deliberation by the jury of attendees on the verdict and sentence. The cases for the prosecution and defence were put forward by Kirsty Gomersal and James Thompson, partners and solicitor advocates of Simpson & Marwick LLP.

The scenario centred upon the fact that the staff involved did not carry out the necessary precautions and misrepresented the position to a foreman/supervisor who, without checking, accepted his colleagues' version of the preparatory works and signed them off. The prosecution centred upon the foreman's culpability

in not checking what was said to have been done. The setting of the imposing Morley Courthouse was ideal to lend proceedings an air of formality appropriate to the gravity of such a case. The CECA members who attended provided excellent feedback, engaging readily in the interactive nature of the workshop.

CECA Yorkshire & Humberside would also like to thank Simpson & Marwick LLP, who ran the event with fantastic enthusiasm and professionalism, as well as to the Yorkshire Safety Centre for Construction, for their ongoing support of CECA's Training and Health & Safety programmes. Special mention should be made of the 'actors' involved in the case - CECA National Civil Engineering Manager Peter Crosland and Andy Burton, of Jackson Civil Engineering.

Due to the enthusiastic response from delegates, CECA Yorkshire & Humberside is planning to run another Mock Trial event in October (date tbc) at the Courthouse in Morley. The event will be free to CECA members.

For further information or to book delegates for the upcoming event, please contact Jayne Darbyshire at jayne@ceca-yorks.co.uk or call the CECA Yorkshire & Humberside office on 01132 382 570.

Training & Development

CECA & Owen Pugh Support 'Wonder Town' School Project

Raising Awareness of Career Options In Construction

Pupils from Sacred Heart Catholic High School in Newcastle have taken the top prize in a competition to create a dream town, designed to inspire budding young civil engineers. The Wonder Town Challenge was organized and supported by leading civil engineering firm and CECA member, The Owen Pugh Group, CECA North East, and the Institution of Civil Engineers, along with a host of industry partners, in order to raise awareness of the broad range of career opportunities available within the sector.

Year 9 and 10 students from fourteen schools from across the region set up their own mini construction companies with the aim of building a Wonder Town for the North East, based on their local town. The students worked with industry mentors along the way to gain experience of working in the construction and engineering sectors. In the Grand Final, held at New College Durham, the final seven teams delivered presentations outlining their projects to an expert judging panel made up of industry experts including John Dickson, chairman of the Owen Pugh Group. Overall winners Sacred Heart High School were awarded a trophy for their efforts and they also scooped the infrastructure award, with Nunthorpe Academy taking the design trophy. All of the finalists were awarded a medal to mark their achievements.

Jenny Lines, a maths teacher at Sacred Heart who introduced the students to the Wonder Town project, said: "As a former chartered civil engineer who made the transition to teaching I'm absolutely delighted that the students



Above: Sacred Heart students (l to r): Ana Amezaga-Kutija, Shannon McGarry, Anna Kerr, Jessica Nichol, Louise Whittle, Meg McGrady, Annie Miller with John Dickson of Owen Pugh and teacher Jenny Lines.

have scooped the top prize for their Wonder Town. It's been fantastic to see them develop their civil engineering skills and to develop relationships with industry experts which will stand them in good stead in their future careers."

Fourteen year-old Annie Miller, part of the seven strong Sacred Heart team who developed a community hub comprising of a café, doctor's surgery and library for Dinnington that reflected the area's mining heritage, said: "The best thing about Wonder Town was working as a team with my classmates to make the project a success. I learnt a lot from the industry experts involved and I will definitely be looking to progress a career in the civil engineering sector in the future."

John Dickson, whose company employs 370 people and delivers a full range of civil engineering services from five regional sites, said: "Owen

Pugh is committed to working with schools and colleges to help young people discover more about the varied careers that are available in construction and engineering. The Wonder Town challenge presented a fantastic opportunity for young people to get hands-on experience of different aspects of the industry and an insight into a potential future career path. We've been extremely impressed by the standard of work presented in this year's competition by these talented young people, some of whom we hope will become the skilled workforce of the future."

For more information visit
<http://www.ntlearningtrust.org.uk/news-and-events/141-stem-wonder-challenge>

Training & Development

CSCS



CSCS Introduce Level 1 Award in Health & Safety in Construction

Last year CECA reported on CSCS's intention to introduce a card specifically for labourers that would require achievement of a Level 1 award. Since then a pilot has been undertaken to assess the effectiveness of training delivery and to gain feedback from trainers and candidates who were taking the new qualification.

The CSCS green Construction Site Operative (CSO) card had been introduced for entry-level workers and simply required applicants both to pass the health, safety and environment test, and for their employer to sign their application form to say they were carrying out "labouring duties only". In reality, however, many site workers who carry out skilled occupations applied for the green CSO card as the easiest route to gain access to construction sites. This has made it difficult for contractors to use CSCS cards as a reliable method of checking that site workers had the appropriate skills to work on construction sites safely and effectively.

A working group was established comprising representatives from across the industry, including principal and specialist contractors, professional bodies, unions, training providers and also a CECA representative, which was supported by CITB. The result of this was a Level 1 knowledge-based award in Health and Safety in a Construction Environment qualification designed to assess a labourer's knowledge of the most common risks to safety on construction sites today.

A pilot programme ran from January to March 2014. A sample of learners was surveyed to determine how well



CSCS Chief Executive Graham Wren (above) said the changes to the Green Card are "an important move in CSCS's strategy to ensure that people have appropriate qualifications, skills and knowledge to carry out their work on construction sites"



Above: The CSCS green Construction Operative Card (CSO) has been introduced for entry-level workers

this new Level 1 award met their needs and feedback was extremely positive, with 97% of learners stating that the pre-assessment process was suitable to assess their training needs and 88% stating that training delivery was suitable for their requirements.

The specification for the award is available from the CSCS website and

most of the awarding organisations that provide services to construction have registered to offer the new qualification. They are offering various methods of training and assessment, including workbooks and online testing. In addition, the number of training providers and colleges that have been accredited to deliver the qualification is growing, and currently numbers almost 100.

A majority of the industry's leading trade bodies and construction unions are also supporting the introduction of this new labourer's qualification.

Commenting, CECA Chief Executive Alasdair Reisner said: "The misuse of CSCS Green Cards has been a problem in construction for many years, and it's encouraging to see that CSCS has worked with industry to identify this, and have come up with a workable solution. Over the coming years, this should help to ensure that everyone on site has the correct basic training and qualifications for their role, and holds the right card for the right job."

CSCS chief executive Graham Wren said: "Before we introduced the new labourer qualification it was important we tested our proposals were appropriate. The results of the pilot have shown that industry is supportive of this development and that what is being offered is suitable for learners' requirements."

For more information about the new qualification and changes to CSCS green cards visit www.cscs.uk.com/greencard

Training & Development

CSCS



New Apprentice & Provisional Red Cards



CSCS cards ensure all operatives on site have the correct training and qualifications to enable them to do their job safely and efficiently

CSCS has introduced two new cards in order to meet the demands of industry, following changes to the Green Card. These are the Provisional and Apprentice Cards. From the start of July 2014, the Green card will be known as a Labourer's card (see previous page) and will be linked to a Level 1 vocational standard that will involve applicants carrying out an agreed level of assessment or a training as well as the CITB health safety and environment test.

However, more stringent requirements aimed at fully qualifying the workforce, raise the concern that it could become increasingly difficult for new entrants to work on site because of the potential extra costs involved in this initial training programme.

The two new cards are designed to deal with these issues. They are:

A new red apprentice card, which will provide recognition for apprentices on site. To qualify for a card the apprentice

will need to be registered on a formally recognised apprenticeship framework. Apprentices do not need to take the CITB health and safety site test, as this is usually the first module in an apprenticeship. The card lasts for four years, which allows for breaks if training is not continuous.

This will be accompanied by a new red provisional card, which has a six-month life and is intended for those who are 16 plus on a probationary period, or are carrying out supervised work experience. Applicants will still need to take the health safety and environment test. Please note that this card is only available until January 2015.

Two other groups will also be able to apply for the Red provisional card. These are individuals who are working as labourers, but who do not hold a current CSCS card. They can apply for the provisional card once and won't be able to renew it (they then will have to undertake relevant training and assessment to obtain the correct card). The second group eligible for the card are individuals whose old Green Construction Site Operative cards have expired, but need more time to get their qualification, who will have up to six months to do this.



Above: The new Provisional (Temporary) and Apprentice Red CSCS Cards

For more information on these two new cards visit: <http://www.cscs.uk.com/cscs-cards/types-of-card/red-cards/>

National Women in Construction Day

Thames Tideway Tunnel 'Your Life' Campaign

Project Chief Commits To Addressing Addressing Gender Imbalances



Pupils from Notre Dame RC School in Southwark and St Angela Ursuline School in Newham at Thames Tideway Tunnel Ltd's Paddington Head Office

One of the largest infrastructure projects in Europe has made its first major steps in raising the profile of women in construction on the first National Women in Engineering Day (NWED). In June, Thames Tideway Tunnel launched a commitment at the Institution of Civil Engineers to increase inclusivity on the project and in the construction industry.

Andy Mitchell, CEO of Thames Tideway Tunnel Ltd, said: "Women only account for 11 per cent of the construction workforce – a figure which needs to be addressed urgently. As one of the largest infrastructure projects of its kind in Europe, Thames Tideway Tunnel has a compelling opportunity to make considerable changes, and inspire the future generation of women in all aspects of construction."

Third Party Infrastructure Manager at Thames Tideway Tunnel Sue Hitchcock said: "There are so many exciting opportunities for women in all areas

of our industry and we are taking steps towards raising their profile. I hope we can help encourage young women to be the engineers, designers and project managers of the future."

As part of the day's events, London schoolgirls were also invited in to the project head office in Paddington where they learned what it was like to be engineers for the day. Forty girls were tasked with a design challenge in the hope that they will be encouraged to follow a career in a STEM (science, engineering, technology and maths) subject to help fill a significant skills gap. Thames Tideway Tunnel has created a forum to discuss best practice and to try and break down the barriers that prevent women from taking a career in construction.

Mr Mitchell added: "This is the start of our commitment to breaking down those barriers. We want to make sure we have an environment that encourages equality in our workforce."

NWED was organised by the Women's Engineering Society to raise the profile and celebrate the achievements of women in engineering. The launch of the forum comes after Thames Tideway Tunnel joined the Government's 'Your Life' campaign, aimed at increasing the number of youngsters – especially young women – pursuing STEM-based careers.

Commenting, Mike Gerrard, Managing Director of Thames Tideway Tunnel Ltd said:

"The Women in Engineering Compact is an important and timely campaign which we strongly support. With women accounting for only 11 per cent of the construction workforce, it is crucial that we address this gender imbalance as matter of priority."

"Thames Tideway Tunnel offers an excellent opportunity to significantly rebalance the gender demographics of our industry. We have already done a lot to build the right environment for this to happen and, as the project moves into its construction phase, we look forward to further opportunities to attract women into engineering."

"Around thirty per cent of the current project workforce are women, including some of our most talented engineers. We have also created a Thames Tideway Tunnel Women's Forum which focuses on raising their profile and supporting career development."

Fairness, Inclusion and Respect

A New Way Of Thinking For Industry?



Above: the team at Graham Construction with their Be Fair Accreditation Plaque

It's hardly possible to switch on the radio or TV or read a paper without a report how infrastructure is at the heart of the Coalition Government's strategy and now, with the upturn, we are beginning to hear about skills shortages. CITB research found earlier this year that there is a need for 182,000 new jobs over the next 4 years. So as an industry we need to attract and retain the talents of the widest labour market. We need more people to consider a career in construction and we need to remove any barriers that prevent them joining or progressing.

The Construction Industry Leadership Forum for Fairness, Inclusion and Respect (FIR) was established two years ago to develop and deliver a single strategy for the industry. It brings together representatives from key industry stakeholders, including CECA, and experts in Fairness Inclusion and Respect.

Fairness, Inclusion and Respect

Fairness, inclusion and respect is a new way of thinking for the construction industry. It is grounded in research and good practice. In the same way that everyone is responsible for maintaining health and safety measures in construction, everyone has a role to play in promoting fairness, inclusion and respect. Inclusion is about making everyone feel that they are a key part of the organisation and is especially important within the construction industry, where future successes depend on its people and effective teamwork.

The Be Fair Framework

When the FIR Group first met it was agreed that there was a need for an industry-specific tool that could be used by businesses of all sizes. It should help them benchmark against similar businesses, provide assistance to those businesses that didn't

know where to start and help them address issues that mattered to their employees.

The resulting CITB Be Fair Framework has been designed as an industry-specific standard to help change the culture of the industry to improve image, drive up recruitment, retention and progression of people from all backgrounds.

The Framework comprises three key elements:

Industry organisation types which reflect the make-up of the construction sector as well as the size of the workforce

Four levels of accreditation (Accredited, Bronze, Silver and Gold) to allow for progression as an organisation embarks upon the accreditation journey

Five core modules - Supply Chain, Site Environment, Employment, Policies and Procedures and Commitment to FIR.

To get started on the Framework, an organisation must complete a brief 'Self-Assessment Diagnostic Questionnaire' in order to find out where they stand in relation to the Framework requirements. It is then a simple matter of beginning to gather the evidence to meet the Framework criteria and undergo the assessment process.

In the early part of 2013 a pilot of the Be Fair Framework commenced. The pilot framework required commitment at high level and that was for good reason – there needs to be a top down approach to make a positive impact



that is visible for all stakeholders to see. With 145 companies being referred for consideration, the pilot signed up 110 companies to progress through the Framework. At the end of April 2014 the pilot drew to a close with 40 companies going through assessment for the Be Fair Framework accreditation, 34 achieving the award including 5 CECA members (18 main contractors and 16 sub-contractors). Fifteen companies were awarded the Accredited level and 19 achieved Bronze.

Following evaluation of the pilot, the CITB's Be Fair Framework was launched in June 2014 at a reception in London. Briony Wickenden, Head of Training and Development for CECA Southern and South West and CECA's representative on the FIR Group, spoke of the commercial drivers for adopting and demonstrating commitment to FIR practises including meeting clients' and employees' expectations. Briony told the audience how more and more clients were focussing on diversity and collaboration issues in their tendering processes, how the industry is facing skills shortages and of the need to address the image of the industry in order to recruit and retain the talented people it needs to survive.

Also speaking at the launch was Michael Smyth, from Graham Construction, a CECA member. Michael spoke about the business benefits his organisation had realised as a result of completing the framework during its pilot stage and the enthusiasm with which Graham Construction employees had become involved. Mr Smyth said that because Be Fair is industry-centric "Everyone gets it. There is enthusiasm from all levels of staff with managers volunteering to take part."

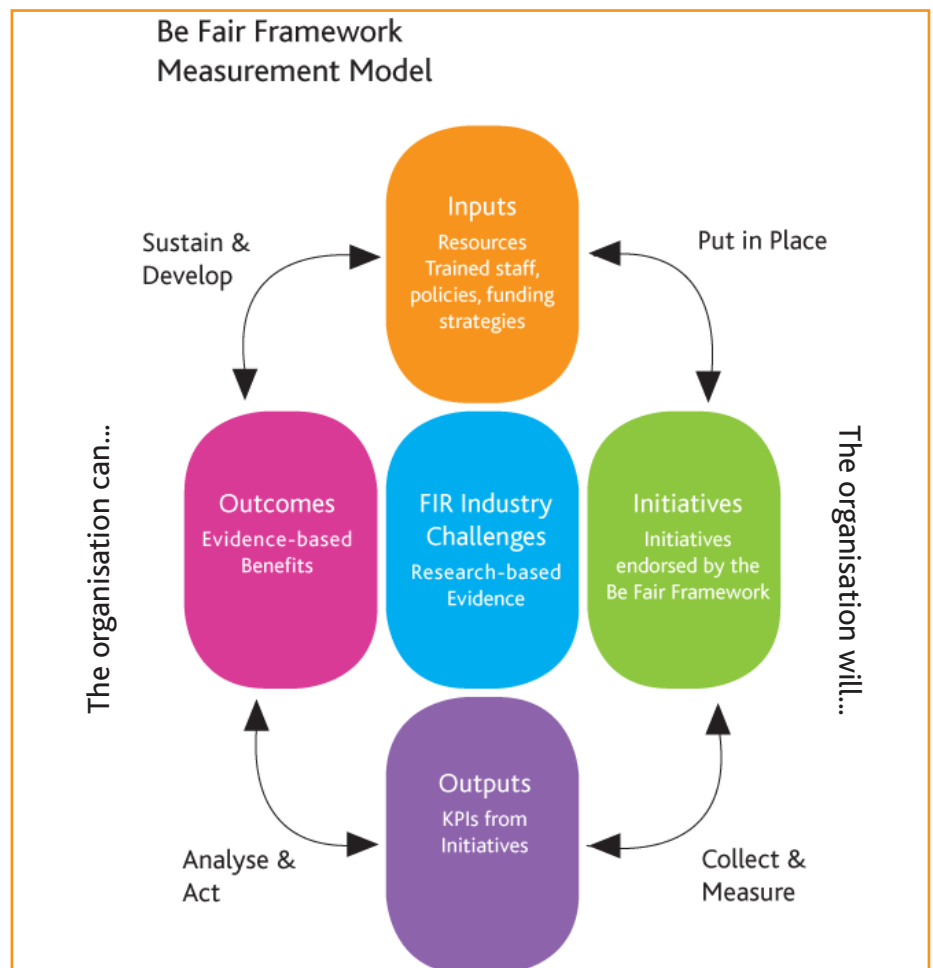
Michael added that Be Fair gave his company "competitive advantage and makes sound business sense. It helps address demands of new markets and the need to attract quality employees and it has delivered quantifiable improvement in people management skills and employee engagement."

The first 100 CITB-registered companies that achieve Be Fair accreditation will be eligible to receive £1000 of funding.

For more information about the CITB Be Fair Framework, please go to: www.citb.co.uk/befair



CECA Southern Head of Training Briony Wickenden explaining Be Fair



CECA Midlands

Management Development & Site Manager of the Year



Course members from left to right: Lee Dunne (Jackson); Stuart Bishop (McPhillips); Steve Berry (Jackson); Ashley Tate (Jackson); Colin Macken (Forkers); Andrew Booth (HTM); Arron Roberts (R & C Williams); Andrew Waterhouse (AMCO); Nick Nile (NVQ Assessor) and Sacab Nadim (Buckingham Group). Chris O'Connor (Colas) is missing from the picture.

Nine out of ten of the managers attending the CECA Midlands Management Development Programme completed their NVQ Level 5, 6 and 7 awards by the end of the 9 month programme.

Given that these awards are equivalent to degree and masters levels respectively this is a terrific achievement by all. The managers travelled from West Sussex, Surrey, Manchester and the Midlands to be on the course run at the Park Inn in West Bromwich.

The 6 day training programme, including on-site assessment, follows the template used by CECA Midlands for the last 5 years. It is a measure of the programme's success that it has now been rolled out in three other CECA regions. The programme commenced in January and finished early in September. The topics covered

during the taught course were selected to assist the course members bridge their knowledge gaps. In the programme feedback the managers said they got a great deal from the sessions and discussions on planning and control; personal effectiveness; managing people and teams; BIM; and risk management.

The things that pleased managers the most after attending the Programme included: being more effective on-site; learning and implementing new skills and knowledge; the course discussions; and the very helpful assessors.

Stuart Bishop, McPhillips Safety Manager, was the first CECA Midlands course member to complete an NVQ Level 5 in Occupational Safety and Health. He plans to use this qualification to apply to become a Member of the Institute of Occupational Safety and Health.



Above: Robert Smart of Jackson Civil Engineering is presented with the Site Manager of the Year Award by CECA Midlands Chairman Malcolm Corlett. Jason Smith of Morgan Sindall was Highly Commended.

EngTechNow

Technical Staff Registration

When newspapers report on issues of equality, the focus is often on the types of people entering particular universities or the lack of women in UK board rooms. With a growing skills challenge as the sector grows, however, the construction industry must work to appeal to young people from every background.

This is a challenge being addressed by EngTechNow, the employer led campaign set up with the Institution of Civil Engineers, The Institute of Mechanical Engineers, and the Institution of Engineering and Technology, to help companies identify staff, including apprentices and trainees, who can professionally register as EngTech.

From road building to flood defence maintenance, civil engineering relies on a great many technical staff on the ground, many of whom are not recognised by the public as the skilled professionals they are. In the manner of a chartered engineer, these technicians



<http://www.engtechnow.com/>

can now professionally register, and by registering as Engtech they open opportunities for themselves, growing the esteem in which their roles are held. The EngTechNow campaign works with business to make this normal. Young people from all backgrounds need reassuring that the training they take and the jobs they do will be properly appreciated by their employers. This can be especially important for young

women entering sectors historically associated with a predominantly male workforce. Professional registration helps to achieve this.

Holly Graham, an EngTech with Roads Service Northern Ireland stresses that achieving her registration was all about her future. "Career-wise, it helps with opening doors, as well as moving forward with my aim to get Incorporated Engineer (IEng) status."

Regina Tumblepot at Morgan Sindall is a recently registered EngTech. She values the status associated with registration. "I was encouraged by my company to register as an EngTech, and I wanted to start my professional development with the Institution of Civil Engineers. The fact that – whenever you're making connections – you will be seen as a professional is a great thing." As industry is called upon to deliver more for government through the growing National Infrastructure Plan, retaining valuable staff and attracting new people is rising up the order of boardroom priorities.

CECA North East Trainee of the Year Awards

CECA North East are delighted to have made the following awards:

Most Promising Trainee Civil Engineer of 2013 – Gareth Giles – Balfour Beatty Regional Civil Engineering Ltd.

Most Promising Apprentice of 2013 – Thomas Thornton – Sir Robert McAlpine Ltd.

Most Promising Trainee Quantity Surveyor of 2013 – Caroline Williams – Balfour Beatty Regional Civil Engineering Ltd.

The overall winner, generously sponsored by Dan Fawcett of Balfour Beatty Regional Civil Engineering Ltd - TRAINEE OF THE YEAR 2013: GARETH GILES



Above: the winners are presented with certificates by incoming CECA North East Chairman Chris Dancer of Northumbrian Roads.

Construction Youth Trust

Young Achievers 2014

Gary Fowler Wins Duke of Gloucester's Young Achievers Scheme



The Duke of Gloucester's
Young Achievers Scheme

When Gary Fowler was a boy growing up in Bury St Edmunds, all he wanted to do was become a professional footballer and perhaps one day, like his cousin Michael Gray, play for England.

Ruptured ankle ligaments crushed Gary's dream at the age of 18. It was a bitter blow for someone with great potential who'd already caught the eye of several league club scouts. But football's loss was emphatically construction's gain: ten years after hanging up his boots and then starting as a trench digger with a local firm, he has been named Overall Winner of The Duke of Gloucester's Young Achievers Scheme 2014. The awards are organized by Construction Youth Trust to celebrate young professionals who have overcome barriers to get to where they are now in construction. It was a wonderful surprise, and a "complete shock", says Gary, who also won the Construction Delivery category that night in front of his partner and family and the managing director of Breheny Civil Engineering, the firm that has employed and encouraged him from the start.

For the judges, what marked Gary out from the other very strong candidates was his determination. For most of

the past decade he has been studying for construction qualifications while holding down demanding jobs on site. During the first two years of a National Certificate in Construction Management course, his fellow students were already in management roles. "As I was still working on the tools and getting little management experience from my job, it meant I had to study a lot harder to catch up with the other students," he recalls.

It didn't stop him getting a distinction, and winning the Student of the Year award – a feat he repeated at his next college when he embarked on the Foundation degree in Construction Management and won the CIOB Best Professional Construction Student award.

When that course finishes next year – he's predicted to get a first – he plans to study for four years for full professional civil engineering status as a member of the Institution of Civil Engineers. Now a site agent on his biggest job to date, a £7m infrastructure project in Swindon for Crest Nicholson which he took on recently, Gary is quietly proud of his progress since departing the football fields of his youth. "This new role is the chance I've been waiting for and working so hard to achieve. I hope to be successful on the project



Above: Gary Fowler receives his award from HRH The Duke of Gloucester



and keep learning and gaining valuable experience to help further my career”, he said.

Gary has always worked hard. Even while he was pursuing his football goals as schoolboy with Ipswich FC and Charlton FC, he still found time to study, gaining a string of GCSEs and 3 A levels. When his damaged ligaments forced him to consider a new career path his dad, who used to work for Breheny as a bricklayer, introduced him to an ex-colleague at the firm and Gary started as a junior groundworker.

Inspired by the example of a young site engineer he worked for, Gary stayed on and pushed for promotion. Breheny saw something in him that persuaded them to give him a chance. They put him on the National Certificate in Construction Management course, allowing day release, and he began his way up the career ladder, with roles as foreman, sub-agent and then agent.

He’s been working all over the country in the past three or four years with long hours, sometimes seven days a week. At one stage, he was in the final year of his foundation degree while simultaneously doing a Level 6 NVQ in Construction Management.

“Managing work and studying at the same time has been very challenging,” says Gary. “But the satisfaction I’ve got from completing all my work and study projects meant it’s always been worth all the hard work.”

Completing his first project in a management role was one of the proudest moments of his career. He had started as holiday cover for a £600,000 chicken farm near Mansfield, building roads, sewers, and large concrete raft foundations, and did well. He was asked to manage the project’s completion, which he achieved despite limited support. “The project was financially successful for the company and was a great stepping stone in my career.”

Conscious of how he was helped and encouraged in his early days, Gary always looks to share as much of his knowledge as possible with any juniors he’s working with. “If my seniors had not done the same for me, then I’d have found it much harder to progress the way I have.

“I try to show young engineers and especially young ground workers who I believe have the potential to progress

their careers that it can be done. I also recommend training courses that would help improve juniors as I believe everyone deserves the same chances that I got. Though I do also stress that they need to prove how much they want to progress – and that it’s not easy; a lot of hard work, motivation and effort is needed.”

Construction Youth Trust is a registered charity working with young people to help them access training, education and employment opportunities in construction.

For more information, visit:
www.constructionyouth.org.uk/home/