

# EMBEDDED FUTURE SKILLS: NATIONAL SKILLS ACADEMY



» AN INTEGRATED APPROACH TO DEVELOPING SKILLS ON INFRASTRUCTURE PROJECTS

**Costain chair the Employer Group for the National Skills Academy for Construction (NSAfc) which has developed a model for developing and delivering the skills for an infrastructure project, working closely with the Construction Industry Training Board (CITB) and other employers. The guidance available covers planning and development phases of a project.**

## KEY INDUSTRY CHALLENGES

Employers and the government recognise that infrastructure projects have an important role in increasing the UK skills base through investment in training and employment in particular Apprentices.

Historically it has been difficult to develop, integrate and deliver sustainable skills and employment outcomes onto infrastructure projects.

## CUSTOMER BENEFITS

Through the collaborative approach required by the model all stakeholders work together to address skills gaps and obtain external funding. Recent successful examples are the Government led Employee Ownership of Skills (EOS) bids. Securing external funding and the collaborative approach leads to increased delivery of outcomes at a lower cost. The investment has a direct impact on project output's for example improved safety performance.

The model is based on a detailed skills and employment plan for the project and on guideline outcomes set across a range of different targets including: levels of engagement with local schools and colleges to promote STEM skills, the number of Apprentices and graduates

recruited and the volume of training delivered for the whole supply chain.

The outcomes are combined with a detailed method statement outlining how the outcomes will be delivered with the appropriate level of resource.

The client based guidance includes legal guidance on planning policy and development control and template section 106 agreement clauses.

Costain has successfully delivered a number of National Skills Academy projects. On the 4D project for Southern Water we developed the first accredited tunnel locomotive training centre and have subsequently supported the development of the Tunnelling and Underground Construction Academy (TUCA) for the tunnelling industry.

On our project for Severn Trent in the first year of the academy we have exceeded the 80% target on KPI's achieving 90% reaching a total of 269 students through promotional activities

## FURTHER DEVELOPMENT

Costain is working with the various National Skills Academies to develop a more integrated approach across the sectors including a linkup between the National Skills Academy for Rail Engineering (NSARE) and the National Skills Academy for construction.

<http://www.cskills.org/nsacademy/>



## SUPPORTING INFORMATION

Cleaner Seas to Sussex received two NSAfc Awards in recognition of the projects contribution to 'Management and Leadership success' and for contribution to 'community engagement'.

The Association of Consulting Architects overall award for innovation in partnering was awarded to 'Construction Skills' for the client based approach developed under the leadership of the Employer Group chaired by Costain.

## CONTACT

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