Traditional Building Skills Training, Qualifications & Competency in the Built Heritage Sector

Seamus Hanna
Specialist Projects & Development Manager
CITB-ConstructionSkills
Three Areas Covered:

- Traditional building skills qualifications, training and competency for craftspeople, site supervisors/managers

- What the client or client’s representative needs to know/ask for in relation to qualifications & competency

- Crucial role of Building Professionals in procuring and over-seeing the right skills on-the-job
Craftspeople – Training, Qualifications & Experience Routes

- Underpinning knowledge, skills, qualifications and experience often gained from mainstream construction
- May have City & Guilds craft qualifications
- Attended traditional building skills/conservation courses
- Achieved a conservation qualification
- Experienced, but with no recognised qualifications
- May work on mix of new-build, repair & maintenance
- Learnt on the job or via in-house training
Level 3 NVQ Diploma in Heritage Skills (Construction)

- Construction Awards Alliance (CAA) introduced September 2007 (revised under QCF in 2010)
- 5 mandatory units: 4 units covering general workplace practices and 1
  *Working on Conservation & Restoration Projects in the Workplace*
- Craft specific mandatory units, plus optional units in the following:
  
  Blacksmithing • Brickwork • Decorative occupations • Dry stone walling • Earth building • Plastering (solid & fibrous) • Roof slating and tiling • Stonemasonry • Thatching • Wall and floor tiling • Wood occupations

Currently achieved via On-Site Assessment and Training (OSAT)

- Level 4 NVQ Diploma in Senior Crafts (Construction)
Training Courses Supporting Level 3 NVQ Diploma in Heritage Skills (Construction)

Delivering NVQ outcome:
- Heritage Specialist Apprenticeship Programmes
  - Brickwork, plastering (solid & fibrous), roof slating and tiling, specialist leadwork, stonemasonry
- Heritage Specialist Up-skilling Programmes
  - Stonemasonry, roof slating & tiling, wood occupations

Supporting single unit QCF 546 and Level 3 Award:
- 2-day course in Understanding Repair & Maintenance of Traditional (pre-1919) Buildings
Site Supervisors & Site Managers

Often progress from having worked as craftspeople

Qualifications

- Level 3 NVQ Diploma in Construction Site Supervision - Conservation
- HNC or HND in Architectural Conservation
- Level 6 NVQ Diploma in Construction Site Management – Conservation

All above via OSAT - supplementary training or self learning

Existing site supervisors/managers with NVQ Diploma only need additional conservation units to achieve Level 6 NVQ Diploma
Building Professionals

- Progress through mainstream graduate programmes e.g. architecture, building surveying/management, engineering
- HNC/HND
- Membership of appropriate professional bodies

Experience of Traditional Buildings

- Generally work in mixed practice – experience on live projects
- CPD - short-courses/self-learning on conservation repair & maintenance
- Consult builders/craftspeople – extend/apply knowledge
- Specialist post-graduate conservation training
- Conservation accreditation
Construction Skills Register (CSR) Cards

- Operated by Joint Council for Building & Civil Engineering Industry
- Not just a H&S card - competency based, reflects occupational skill and knowledge
  
  Quality up, accidents down, cowboys out

CSR Heritage Skills Endorsement – Gold Craft Card

- Created in 2010, added to existing CSR craft occupation card for:
  
  - Bricklaying; carpentry and joinery; craft masonry; painting and decorating; roof slating and tiling; stonemasonry; stone carving; wall and floor tiling

Available to craftspeople who have:

- Completed CSR one day Health and Safety Training and
- Achieved Level 3 NVQ Diploma in Heritage Skills (Construction) in specified craft occupation
Demand the Right Skills & Competency

*Employers* - Ensure employees/sub-contracted labour have right skills and qualifications - demonstrate and promote competence to clients & sector

*Building Professionals* – Need up-to-date knowledge of traditional building skills; select contractors/craftspeople based on qualifications, competency and right skills for the job

*Clients* - Need to *Know of and demand the right skills and expertise*; stipulate *Heritage Skills qualifications* and *CSR Heritage Skills* card when procuring projects or grant-aiding