



**Report  
for  
Project AIC 18-01  
ASSESSOR INFRASTRUCTURE PROJECT**

<b>CITB Reference Number</b>	DLPTF AIC-18-01
<b>Project Title</b>	ASSESSOR INFRASTRUCTURE PROJECT
<b>Name of Lead Organisation</b>	DRY LINING & PLASTERING TRAINING FORUM (DLPTF)
<b>Project Start Date</b>	April 2019
<b>Project End Date</b>	December 2020
<b>Project Partners</b>	MACS Plasterboards Ltd, Titan Interiors Ltd, Vela Training Ltd, The NVQ Training Centre Ltd
<b>Main Contact</b>	Andrew Partington National Training Officer Dry Lining & Plastering Training Forum
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<b>Report Date</b>	December 2020

## 1. Project Summary

The project set out to deliver 250 NVQ OSAT qualifications in finishing related qualifications and 50 Assessor qualifications for CITB registered companies.

**The Project was suspended early 2020 and subsequently has been closed ahead of schedule due to Covid 19 and the financial issues facing CITB and other strategic priorities effecting CITB and the project.**

The project strategic priorities were to reduce the skills gap, increase training expenditure and reduce the associated skills shortages within the sector. It has increased the value add per employee in the project as they will be enhancing their skill set, working to industry standards, meeting legislative requirements and providing the employer with a better qualified workforce with attributable business benefits. By reducing the stress in operational management in ensuring qualified workers are on site it will increase the appeal of construction to new operatives.

Our training partners recruited and delivered to our membership base as well as other CITB registered companies to meet our project targets.

This project clearly was progressing towards the CITB strategic priorities as it focuses on current skills gaps, quickly reduces skills shortages, increases the appeal of construction for the candidates and increase the assessment provision in the sector

## 2. Introduction to the Project

The skills gap in our sector is evidenced in the Stockerl Report (2014). The Reports headline figure of 20,000 shortfall in qualified operatives illustrates the scale of the problem. There is increasing demand for other similar funding for OSAT training which is currently outstripping supply. Associated relevant government cuts in the FE sector and SFA has narrowed the supply of NVQ OSAT delivery with a shortfall in assessors which has exacerbated the problem.

A survey conducted by the DLPTF shows that its members require high volumes of NVQ qualified operatives to ensure business continuity (CSCS carded operatives) and to meet the expected growth in the sector. The need for OSAT delivery of qualifications for this sector is a major pinch point and threat to CITB registered operators. The DLPTF has direct experience in supporting the delivery of this type of programme with its training fund (which is limited) and this project enabled the DLPTF to make an impact of 250 OSAT NVQs as well as deliver an opportunity of an additional 50 Assessors to the market.

As part of the delivery of this project we successfully delivered to contractors with fewer than 100 employees and small, medium enterprises (SMEs). We also supported each of the contractors in claiming completion payments from CITB with advice and guidance.

### 3. Which of CITB’s Strategic Priorities did the project meet?

CITB Strategic Priorities	Tick	Priority
Reducing the skills gap	✓	1
Reducing skills shortages	✓	2
Increasing access to the right training	✓	3
Increasing the appeal of working in construction	✓	6
Increasing training expenditure	✓	4
Increasing the added value per employer	✓	5

### 4. Project Delivery

The DLPTF and its training providers identified members and non-members who required OSAT NVQ funding support for their operatives. This project supported OSAT NVQ delivery to 144 candidates across 34 CITB in scope contractors and 15 Assessors across 10 contractors.

CITB in scope contractors who qualified where able to maintain access to main contractor sites ensuring business continuity and overcoming a major concern within the sector. The DLPTF has been seen as a catalyst to simplifying training access and reducing the skills gap and the finishes sector as a whole is moving towards standardised qualified workforce in response to the DLPTF commitment to a fully carded workforce.

- 144 candidates enrolled onto OSAT NVQs
- 144 candidates qualified with OSAT NVQs
- 15 Assessors registered
- 4 Assessors currently completed
- 34 SME companies on the OSAT NVQ programme (See Appendix 1)
- 10 SME companies on the Assessor Programme (See Appendix 2)
- The project was delivered nationally (See Appendix 4 and 5 – National Delivery)

### 5. Gender and Age Profile of candidates

	MALE	FEMALE	TOTALS
<b>OSAT NVQ</b>	143	1	144
<b>ASSESSORS</b>	15	2	15

<b>Age Range</b>	<b>% of total</b>
<b>Aged 16-24</b>	15
<b>Aged 25-49</b>	74
<b>Aged 50+</b>	11

The gender and age profile are as expected for our sector.

## **6. How we will Share our Model to the wider industry**

By firstly achieving demonstrable success we can then promote it to the wider sector and industry. We will use the following methods to spread the use of our model.

### **CITB Network:**

- Training Groups nationally
- Specialist Training Groups
- Area and Regional CITB management
- CITB Events
- Case Study for CITB website

### **Decision Influencers:**

- Federations,
- Associations
- Awarding bodies
- Key Suppliers

### **Marketing and PR:**

- News items for trade magazines and websites
- Published report
- Exhibitions/conferences
- Communication with DLPTF membership
- Communication with project participants

### **Partnerships and signposting:**

- Supporting future commission bids with partners
- Signposting – The DLPTF will direct enquiries to partners and CITB

Any training/development requests will be followed up by DLPTF and the companies signposted to relevant development opportunities and CPD.

Other interested parties within the construction industry will be encouraged to take up the model and develop it to suit their own sectors. Wider dissemination will ensure that the benefits

of the project extend beyond its own lifespan. The DLPTF hopes to combine with CITB to use this as a flagship proposal which can be adapted for use widely within construction in the UK.

## **7. Findings from the project**

1. We have identified further demand for OSAT NVQs and new assessors and we request more project funding to provide qualified CSCS card holders and assessors in our sector when new funds are available.
2. Withdrawals can be minimalised by the speed of OSAT assessment. (The candidates can move between companies as jobs finish and they can be 'lost')
3. The training providers have experienced increased demand for OSAT NVQs especially for levels 3-5.
4. Training providers can help support and promote CITB funding and grants with contractors.

## **8. What worked well**

Elements of your project that worked particularly well:

1. DLPTF record of success in delivering CITB contracts providing continuation of support for its members.
2. Long term relationship with Training Providers securing funding and contacts with our members.
3. Membership supporting our delivery methodology and meeting their needs.
4. DLPTF and Training Providers supporting micro and small businesses with administration / paperwork to deliver the NVQ and Assessment qualification.
5. Networking and membership meetings promoting the project and enabling rapid uptake
6. Training providers adapting with Covid and providing on-line support and flexibility

## **9. The main challenges**

The barriers to delivery:

1. The impact of Covid/lockdown and the future of more 'on-line and virtual' learning methods will have impact moving forward.
2. There is some resistance to moving 'off the tools' to become an Assessor due to a disparity in income potential between the two. It needs to be established as an upward career move within the sector and the sector needs to 'value' training more.

## 10. Supporting Retention Rates for Assessors

The DLPTF makes the following recommendations to stop assessors leaving the sector or returning to 'working on the tools'.

What could be done:

1. Funding for each NVQ must be at least maintained or increased so that Assessors pay can be worthwhile. (NVQ funding rates have not risen or declined over the last 10 years)
2. The volume of funding for NVQs should be increased to match our target of 22 000 qualified operatives in the sector.
2. It may be an idea for the CITB to support a 'National Association for Assessors' - that can provide networking, professional guidance, CITB representation etc to the sector. (The National Association of Plastering Lecturers (NAPL) is a model that works well in providing best practice, standardisation of delivery and professional standing).

Retention during the project was supported by the training provider and the employer of the assessor coordinated the pipeline of work. When this was not the case the training provider organised and coordinated alternative site visits for reviews.

## 11. Recommendations

There is a large requirement for funding for OSAT NVQs in our sector as it is a major pinch point in the sector.

- CITB shows a commitment to funding OSAT NVQ qualifications in the sector
- DLPTF enhances its reputation in leading the sector to be fully qualified

Without funding from CITB the natural take up of OSAT NVQs would be much lower. Our Final Report shows that many members and sector operatives have taken up OSAT NVQs that they would not otherwise have done.

The sector and industry rely heavily on CITB, college and SFA funding to fund the costs of NVQs. However, this project has raised the profile of the funding and support from the CITB and Training Groups and indicates the need for sustainable funding support for NVQs in our sector moving forward.

## 12. Publication of Final Report Findings

As outlined in Section 6 above - *How we will Share our Model to the Wider Industry*, the DLPTF has promoted the progress, results and findings of our project on an ongoing basis and intends to do so in the future.

The DLPTF hopes to combine with CITB to use this as a flagship proposal which can be adapted for use widely within construction in the UK.

**APPENDIX 1 – Participating Companies – OSAT NVQ**

No.	COMPANY NAME
1	Avent Interiors Ltd
2	Bluegyp Ltd
3	Boardfix Ltd
4	BPC Ltd
5	Broad Oak Properties Ltd
6	BW Shrimpton Ltd
7	Chi - Herbie & co Ltd
8	Diespeker Interiors Ltd
9	DM & C Ash Ltd
10	Drewmark Ltd
11	Dyson Energy Services Ltd
12	Eastmount Building & Shopfitting Services Ltd
13	Envo Energy Solutions Ltd
14	George Jackson Ltd
15	Granada Glazing Ltd
16	Grimes Finishing Ltd
17	Gypcraft Drylining Contractors Ltd
18	Hayles & Howe Ltd
19	Highdale Decorators Limited Ltd
20	Horbury Group
21	Joshua Owusa Ltd
22	LG Decorating Ltd
23	Menai Heating Ltd
24	Meronden Limited
25	Optimal Building Solutions Ltd
26	Paddington Plastering & Drylining Ltd
27	Prayle Joinery Limited
28	Quantock Interiors Ltd
29	SCJ Construction Ltd
30	Self-Build Heroes Ltd
31	Spectra Finishes
32	Stanmore Ltd
33	Taylor Hart Ltd
34	Titan Interior Systems

## APPENDIX 2 - Participating Companies – Assessors

COMPANY
Andrew Bate Ltd
Arctic Glaze Ltd
CIGA
Cube Ltd
Fullagar Construction Skills Centre
GRK Interiors Ltd
Idverdi Limited
Orapi Applied Ltd
SCS Building Solutions
Self-Build Heroes

## APPENDIX 3 – Claim Summary

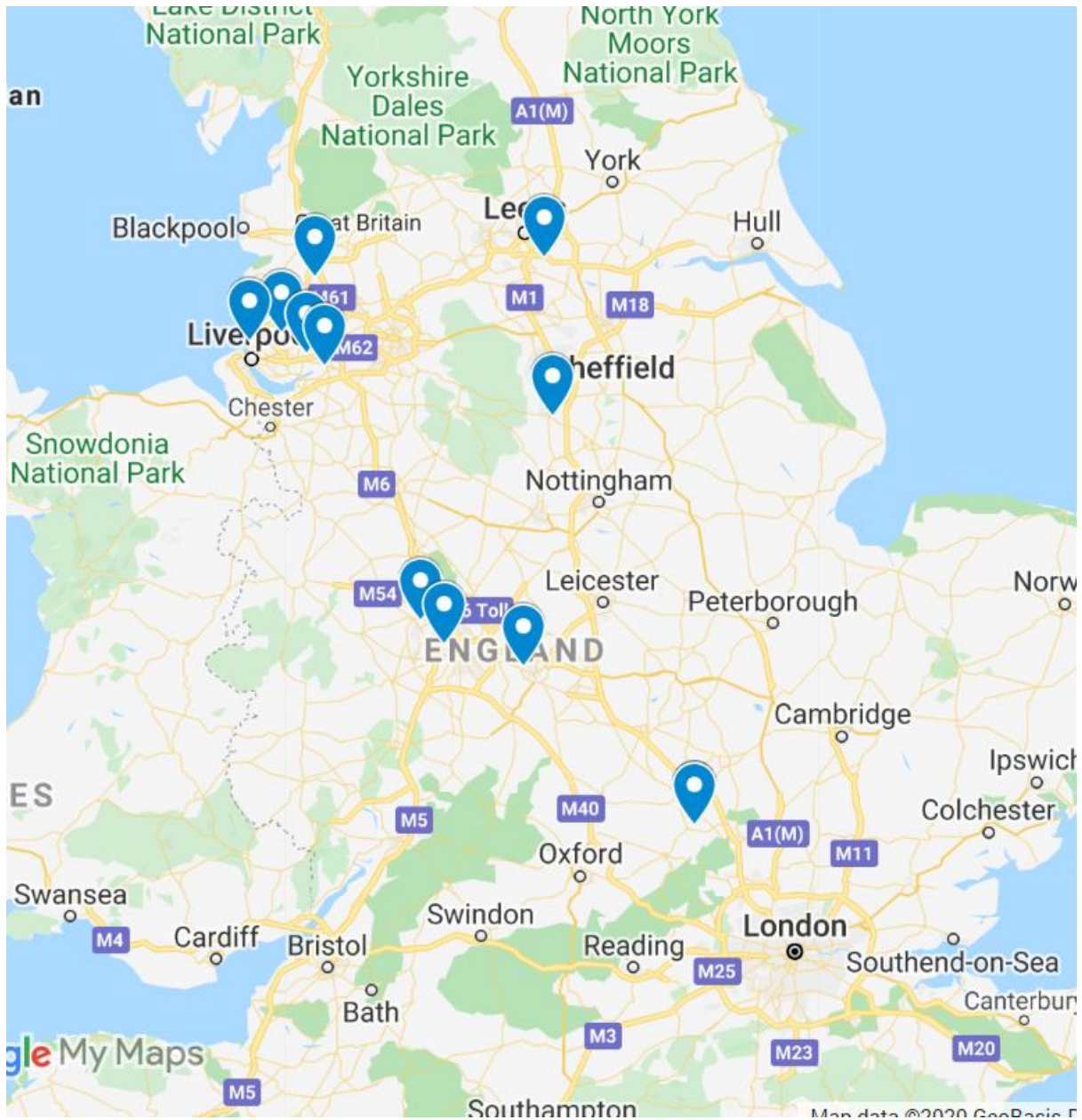
Delivery Schedule												
	Valuation 1	Valuation 2	Valuation 3	Valuation 4	Valuation 5	Valuation 6	Valuation 7	Valuation 8	Valuation 9	Valuation 10	Valuation 11	TOTAL
	15/07/2019	15/10/2019	15/01/2020	15/04/2020	15/07/2020	15/10/2020	15/01/2021	15/04/2021	15/07/2021	15/10/2021	15/01/2022	
Planned	30	30	30	30	30	20	20	20	20	20		250
Actual	16	45	13	60	10							144
Planned	0	30	30	30	30	30	20	20	20	20	20	250
Actual	16	45	13	60	10							144
Planned	10	10	10	10	10							50
Actual	2	4	3	3	3							15
Planned	0	0	0	0	0	10	10	10	10	10		50
Actual	2	0	1	0	1							4
Planned						mid point					end point	
Actual												



**APPENDIX 4 – OSAT NVQ National Delivery**



**APPENDIX 5 – Assessor National Delivery**



END

08/12/2020