

Competition Statement read at start of meeting.

Chair and Vice Chair

As discussed, we are seeking both roles, please do have a read of the descriptions and if you'd like to express interest or have any questions, please do get in touch.

Skills Manifesto

We spent some time discussing the concerns and recommendations detailed in the Skills Manifesto.

I have captured some of the key points below:

- Careers advice needs to be more accessible with a focus on Construction and demonstrating career paths available
- Changing the perception of Construction to make it more appealing and aspirational
- How to encourage younger groups into the sector – but also looking to see what can be done with the challenges around getting younger groups on site
- Working with schools and colleges to align with the Gatesby Benchmarks - [Good Career Guidance | Education | Gatsby](#)
- Aging workforce – how can upskill and keep those, about to leave, in the sector
- Pressure on CITB to on what is available for assessor qualifications, training for mentors/assessors - * **Jaine Bolton from CITB had advised the group on what is currently available, Jaine's contact details are Jaine.Bolton@citb.co.uk**
- Providing work experience placements – but also approaching the right or principal contractor
- Having a regional approach to increase uptake
- Using innovative approaches such as, VR (Virtual Reality) to promote and engage younger people

If anyone would like to provide any further feedback or comments, please send this on for us to include.

Steve Anderson – Skills People Group

Steve covered what programmes they offer for those individuals impacted by the recent ISG news. They have funded supervisory and management programmes, allowing people to reskill and gain necessary qualifications enabling them to walk into new employment. These courses will be free of charge.

Steve's contact details are Steve Anderson steveanderson@skillspeoplegroup.com

Competency Frameworks

I gave an update on how the competency frameworks are progressing.

Dan Brown asked how we are approaching Behaviours to ensure consistency.

The behaviour statements are drawn out from BSI Flex, however, CITB are working on developing a consistent approach so this can be used across all the occupations within the Super Sectors.

I can provide an update on this at the next meeting.

Jaine Bolton CITB - National Construction College Norfolk – Ceilings and Partitions

Jaine presented an offer of Interior Systems Installer Apprenticeship – Ceilings pathway, which NCC are looking to run in partnership with FIS.

We will be promoting this soon and will be looking to gauge demand and interest for this training – all the details are in the slides.

If anyone is looking to take on apprentices for this pathway, please do get in touch.

Daljit Bain – West London College/DWP SWAP Programme

Daljit provided details of a Sector Based Work Academy Programme they are working on in collaboration with DWP and FIS.

West London College will provide the training, and the request is for FIS members to provide work placement opportunities if possible

Contact details for Daljit are d.bains@wlc.ac.uk

Paul Burns –CPJ Education - Skills Bootcamps

Paul covered what Skills Bootcamps are and how they can be used to support the skills shortage.

The slides have detailed information on the occupational areas.

FIS will be working with CPJ to support boot camps and request members to get involved and engaged – as a key element of the Bootcamp is to secure employment/work experience opportunities for the individual.

Paulette Jackson – No Going Back (NGB)– Ex Offender Recruitment

Paulette gave an overview of who NGB and what they do to support ex offenders back into the workplace/community.

Also, how they are working to change perceptions of this recruitment pool by inviting employers to visit prisons.

FIS work with NGB who arrange prison visits – if anyone is interested, please let me know and I will reach out when the next visits are planned.

Marie Flinter – STEM and Funding

Marie advised that we need more STEM ambassadors to encourage younger people into the sector.

Marie also covered Industry Accreditation and will be sharing comms on this to promote.

There was also an update on funding

Any queries, please contact Marie Flinter marieflinter@thefis.org

Greg Greves – Fit Out Futures

Greg advised this group is newly formed aiming to engage new entrants to the sector and promote construction skills in schools.

The group is made up of FIS Members, if anyone wants more information or would like to get involved, Greg is happy for you to contact him greggreves@thefis.org.

Meeting closed. Next meeting December 2024 Date tbc.

If you are interested in joining the Skills Board or recommending a colleague email

marieflinter@thefis.org